

Eleven+

Talent Sources
2024 Program Call
October 2023



Agenda

- 2023 Eleven+ Debrief & Overview
- Upward Mobility Program Overview
- 2024 Program Updates
 - Program Timeline
 - Application/Success Coach
 - Funding Outlook
 - Programming for Interns
- Q & A



Eleven+ 2023 at a glance



- New Jersey: 30 interns placed, 28 completed
- Connecticut: 11 interns placed, 10 completed
- Ohio: 4 interns placed and completed
- California: 2 interns placed and completed

- Total in Wage Grants: \$161,400
- Total in Intern Stipends: \$4,700 sign-on; \$8,800



Upward Mobility Program

Upward Mobility Mission:

To create pathways for underserved students to gain exposure to the exciting world of global mobility while providing meaningful work experience that will increase their earning potential post-graduation.



2023 Upward Mobility Intern (r) with Weichert colleagues

- Dedicated to creating a diverse talent pipeline for the Global Mobility industry partner organizations.
- 2023: 11 interns placed and completed
- 2024 Goal: Recruit and onboard 25 students of color for internships



To date, Upward Mobility internships hosted by...







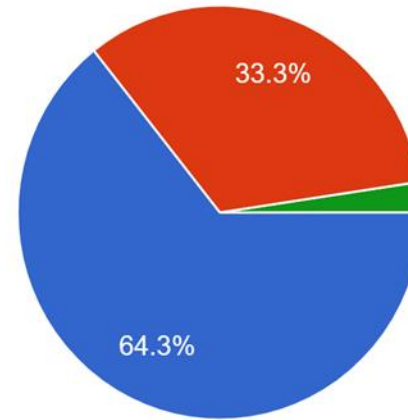


End Of Internship Survey - Intern Responses



How would you rate your overall internship experience with your Host Organization?

42 responses



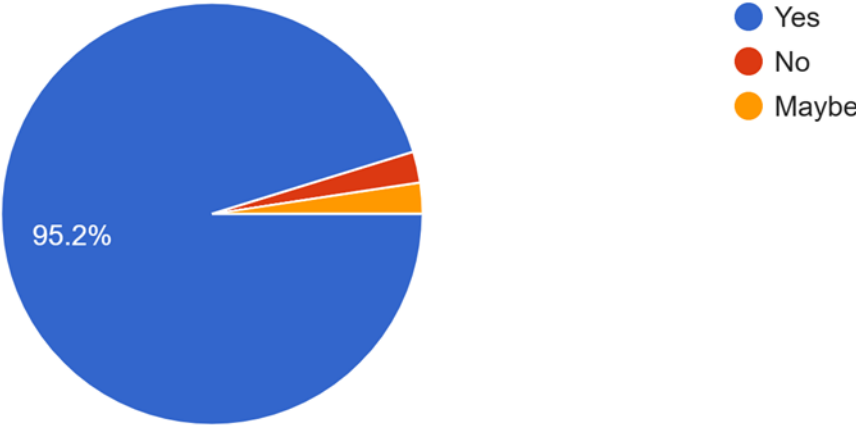
- Excellent (vastly exceeded expectations)
- Good (on par with expectations)
- Fair (slightly below expectations)
- Poor (vastly below expectations)



End Of Internship Survey - Intern Responses

Do you now feel more prepared for future work opportunities than you did before your internship?

42 responses

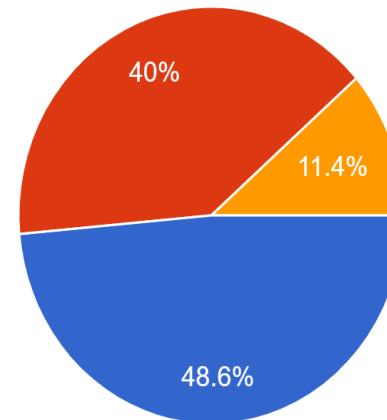


End Of Internship Survey - Host Responses



How would you rate the PREPAREDNESS and CAPABILITY of your intern to perform the duties of their summer job?

35 responses



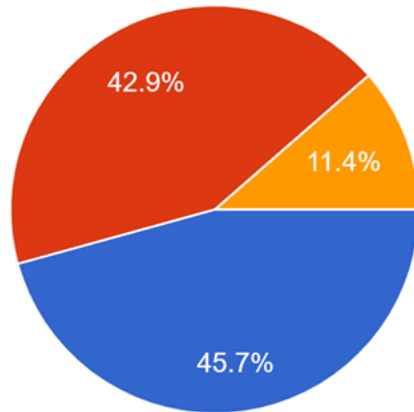
- Excellent. (They were able to do more than I expected)
- Good. (They were able to do the tasks as expected with a reasonable amount of oversight)
- Fair. (It took some time to get up to speed / the intern required a bit more oversight than expected)
- Poor. (the intern was not capable of performing their duties effectively des...)



End Of Internship Survey - Host Responses

How would you rate the PERFORMANCE of your intern?

35 responses



- Excellent (High performer. I'd rehire them if I could or provide a strong job reference)
- Good (Effective performer. I'd consider rehiring them or provide a positive job reference)
- Fair (Performed the job but I'm not sure I'd rehire them. I would provide a neutral job reference)
- Poor (Would not rehire)



2024 Looking Ahead



2024 Talent Sources Call



Application/Success Coach

Volunteer position under development to support applicants with:

- Guidance and support – engaging with the intern to understanding the various opportunities and the interns career interests.
- Application materials development- tips and strategies for development of both resume and application
- Interview preparation and follow-up – mock interview preparation along with communication tips and follow-up strategies



Funding Outlook 2024

- New budgeting model for sustainable growth
- Funding secured before end January will determine program spend for that year
- Short fundraising window for summer 2024
 - November – January for '24 spend
 - February – December for '25 spend
 - January – December '25 for '26 spend
- Smaller intern cohort anticipated in '24
- Cost share and alternative funding by hosts to be further explored for transitional year



2024 Program Timeline

- Nonprofit Host completes and submits job description online by **Friday, December 8**
- Eleven+ reviews submitted job descriptions and shares with partner schools the week of **December 11**
- **The application portal for all students opens on January 22**
- The application window closes on **February 23**
- Candidate application materials shared with hosts the week of **February 26**
- Host interviews and selection to be completed by **March 29**
- Internship offers accepted by **March 29**



Eleven+ Programming for 2024

2023 Recap

- Job Readiness Session
- Pre-start expectations conversations
- 4 Speaker Series Events
- In-person Networking Events

2024 Programming Enhancements

- Update to the Job Readiness delivery- looking to develop an interactive programming session
- Scheduling options based on intern feedback
- Networking sessions to be scheduled earlier in the summer



Upward Mobility Programming for 2024

2024 Programming

- 2 industry-focused training sessions
- 1 job readiness training
- 1 personal-branding training session
- 2 industry networking events



Closing and Q&A

