



Empowering Young Adults to Reach Their Potential



THE CHALLENGE

There are 5 million young adults in the United States, ages 18-24, who are disconnected from employment and education due to systemic socio-economic inequities.¹ Too often characterized as an economic burden, these young adults are being overlooked by employers. Meanwhile, America's employers face a real and growing need for talent. Looking

to 2025, we face a projected shortfall of 12 million skilled workers,² costing the United States economy approximately \$160 billion per year in lost revenue and unrealized spending.³

We call the chasm between these two groups the Opportunity Divide, and the economic and social implications are staggering. Addressing this challenge is a national imperative shared by employers, policy makers, and non-profits.

I support Year Up because it works. The outcomes are impressive on both an individual student and program basis, and as a donor, you want to know that your investment has a strong, positive return. Year Up plays a critical role in ensuring this country remains a land of opportunity for all of its people, not just the privileged few.

– TRISTA HANNAN, YEAR UP DONOR

OUR PROGRAM MODEL

Year Up serves young adults ages 18-24 who have earned a high school diploma or GED but are otherwise disconnected from the economic mainstream. Though talented and motivated, they are too often stuck in low-skills, low-wage, low-opportunity jobs, if employed at all.

At Year Up, our young adults participate in an intensive year-long program, composed of six months of technical training and professional skills development, followed by a six month corporate internship. Students earn a stipend throughout the program and may earn college credits for Year Up coursework.

To ensure student success and partner satisfaction, Year Up operates on a high-expectation, high-support model. Our student contract sets high workplace expectations and is an important tool in shaping behavior, with earned infractions (such as tardiness or submitting late work) causing a reduction in stipend. Student performance is transparent across learning communities, making students accountable to themselves and to their entire support network—their instructors, coaches, mentors, and colleagues.

PROGRAM OUTCOMES

24,000+

Students served to date

4,700+

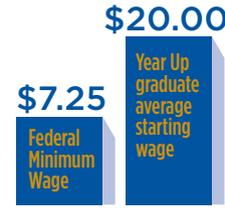
Students we will serve in 2019

90% EMPLOYED AND/OR ENROLLED

Graduates employed and/or enrolled in postsecondary education within 4 months of completing the program

70% FULL-TIME, TRACK-RELATED ROLES

Graduates employed full-time in one of the five career pathways Year Up trains students



Employed graduates earn an average starting wage of \$20/hour, equivalent to approximately \$40,000/year.

“Before Year Up, I couldn’t get a job as a bagger at a grocery store. At Year Up, I realized I had potential, and that taking this chance, and them taking this chance on me, was going to change my life. And it has.”

- JAY HAMMONDS, YEAR UP GRADUATE
& VIP OPERATIONS TECHNICIAN, FACEBOOK

STAY COMPETITIVE IN A DYNAMIC WORLD

We are living in a time of unprecedented change. Baby boomers are retiring at a rapid rate. Our education system is struggling to keep pace with the complex needs of today’s rapidly changing jobs. Income inequality is increasing and social mobility is declining. We need real opportunities for hard-working people and a skilled workforce prepared to fill in-demand roles. Year Up is uniquely positioned to catalyze that movement.

1. <https://opportunityindex.org/national-trends/>

2. Anthony P. Carnevale and Stephen J. Rose, *The Undereducated American*, (Washington, DC: Georgetown University, 2011).

3. Anne Fisher, “Unfilled Jobs Cost the U.S. Economy \$160 Billion a Year,” *Fortune*, November 18, 2014.

ENGAGE WITH YEAR UP

- **Invest:** Help us close the Opportunity Divide.
- **Mentor:** Support a young adult in launching their career.
- **Host an intern:** Access a pipeline of diverse, entry-level talent.
- **Hire a graduate:** Fulfill your recruitment needs in a variety of fields.
- **Join our team:** Work for a mission-driven, results-focused organization.