

A Call to Action: Building Local Talent through Work-Based Learning

Hire Local DC believes that when companies hire local talent, their businesses thrive, our residents thrive, and our local economy thrives. Engaging youth (typically aged 16-24 years old) in high quality work-based learning opportunities gives employers a direct recruiting line of new, diverse, local talent. **We call on our members and other employers to incorporate work-based learning into your talent strategy. HLDC is ready to help you determine which opportunities and good-fit partners align with your desired goals and capacity to engage.**



CAREER EXPLORATION

Offer young people (typically high school-aged) opportunities to learn about your profession, field, and company.




TIME, STAFFING, AND MONEY INVESTMENT:

Minimal time commitment from employees with no budgeted expenditures.

RETURN ON INVESTMENT:

Potential pay off in the long-term by sparking interest in your profession/field/company among young people.

EXAMPLES:

-  Speak at events
-  Host job shadowing/field trips/company tours
-  Participate in career fairs

CAREER PREPAREDNESS

Provide paid, short (usually 1 month - 1 year and up to 400 hours) work experiences for young people (typically high school or college-aged) to build employability skills and first-hand knowledge of your profession and company.



TIME, STAFFING, AND MONEY INVESTMENT:

Stipends for interns (may be covered by government funds), moderate time commitment from supervisors, little to no budgeted expenditures.

RETURN ON INVESTMENT:

Pays off in the medium + long-term by building interest and employability skills in young people.

EXAMPLES:

-  Host Interns
-  Host Pre-Apprentices

CAREER LAUNCH

Hire young people (typically high school or college-aged) to work while getting on-the-job training, aligned classroom experience, and postsecondary credit/industry certification (usually 1-3 years and 2,000 hours). Participants are prepared to be competitive for an entry-level full-time position with their employer.



TIME, STAFFING, AND MONEY INVESTMENT:

Participant wages, supervisor and staff time and budgeted expenditures, training costs, wrap-around support. Participants work part-time as they accrue portable postsecondary credit and credentials.

RETURN ON INVESTMENT:

Pays off immediately by being able to hire qualified talent to a full-time role at the culmination of the program.

EXAMPLES:

-  Hire apprentices
-  Partner with Training to Job Programs



Work-Based Learning Resources to Build Your Company's Talent Pipeline



Use this guide to identify good-fit partners ready to support you in building your company's talent pool through youth work-based learning. All listed partners meet standards of excellence in youth work-based learning.

For more information, contact:

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Erin Bibo:
ebibo@cityworksdc.org

More logistical details like deadlines, specific costs, and requirements can be found on program websites or by reaching out to program contacts listed below.



CAREER EXPLORATION

- 💡 **SERVE AS A CAREER GUEST SPEAKER**
- 💡 **HOST STUDENTS AT JOB SHADOWS OR SITE VISITS**
- 💡 **PARTICIPATE IN CAREER FAIRS**

OSSE Career Exploration Programs Connect with high school Career & Technical Education (CTE) students virtually or in person to provide insight about an occupation, field or industry.	Website: https://careertechdc.org/atc Contact: Simone.Garcia@dc.gov
Urban Alliance Junior Explorer Program In partnership with Martha's Table, Urban Alliance offers programming to high school juniors who seek to gain workforce training, career exposure, and project-based learning. Throughout the program, students will interact with business leaders and other industry professionals via career panels, shadow days, and workforce-related learning events. Community professionals can interact with and support students through resume reviews, mock interviews, career days and networking events.	Website: bit.ly/Urban-Alliance Contact: Imontgomery@theurbanalliance.org



CAREER PREPAREDNESS

- ⚙️ **HOST INTERNS - SUMMER INTERNSHIPS**

Career Ready Summer Internship Provide summer internships for high school Career & Technical Education (CTE) students from DCPS and public charter schools. Interns come prepared to work and learn, having completed industry-specific CTE courses and readiness/employability skills training. Wages for interns paid by DC government.	Website: bit.ly/CRI-Registration Contact: OSSE.CTE.AIP@dc.gov
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<p>Mayor Marion S. Barry Summer Youth Employment Program</p> <p>The Mayor Marion S. Barry Summer Youth Employment Program (MBSYEP) fuels summer internship in the District. It provides District youth ages 14 to 24 with an enriching summer employment experience through subsidized placements in the public and private sectors. Highlighted here are some exemplary MBSYEP-supported programs that meet the criteria.</p>	<p>Website: https://summerjobs.dc.gov</p> <p>Contact: summerjobs@dc.gov</p>
<p>On-Ramps to Careers</p> <p>On-Ramps to Careers is a non-profit partnership that makes STEM careers more attainable to underserved youth in the Nation's Capital. On-Ramps to Careers serves as an intermediary to provide employers with a reliable infrastructure for summer internships to inspire students from DCPS and DC public charter schools and shape a more diverse regional technology workforce.</p>	<p>Website: bit.ly/RamptoCareers</p> <p>Contact: hjones@onrampstocareers.org</p>
<p>Urban Alliance Summer Alumni Internship Program</p> <p>Urban Alliance's summer Alumni Internship Program (AIP) supports the graduates of the Urban Alliance High School Internship Program (HSIP), aged 18-24, by partnering with local businesses to offer 6-weeks of paid, professional work experience. Employers host older youth for up to 25 hours/week who have prior skills training, work and/or educational experience while increasing capacity for their teams.</p>	<p>Website: bit.ly/Urban-Alliance</p> <p>Contact: lmontgomery@theurbanalliance.org</p>

⚙️ HOST INTERNS - SCHOOL YEAR INTERNSHIPS

<p>Advanced Internship Program</p> <p>The Career and Technical Education (CTE) Advanced Internship Program (AIP) is an academic year capstone internship that places eligible high school juniors and seniors from DCPS and DC public charter schools into paid and credit-bearing internship opportunities during the school year which are aligned to the scholars' CTE program of study.</p>	<p>Website: bit.ly/OSSE-AdvancedInternshipProgram</p> <p>Contact: OSSE.CTE.AIP@dc.gov</p>
<p>DCPS Career Bridge Program</p> <p>The DCPS Career Bridge Program provides the opportunity for DCPS graduating seniors seeking to start their career after graduation. Students participate in professional skills training and are placed in paid internships or pre-apprenticeship programs to prepare them to pursue a career direct post-secondary pathway (career education, military, apprenticeship programs, and employment). The 18-week internship program (interns placed with host employers for 12 weeks), takes place in the spring and is a post-secondary pipeline for interns to access high-wage high-demand career industries.</p>	<p>Website: bit.ly/DCPS-CareerBridge</p> <p>Contact: dcpscarrerready@k12.dc.gov</p>
<p>DOES School Year Internship Program</p> <p>The DOES School Year Internship Program provides work-readiness skills, project-based learning, life skills, leadership development training, and work opportunities for District youth ages 14 - 21. The goal of the program is to help prepare District youth to successfully transition from high school into postsecondary education, advanced training, unsubsidized employment, or a career in the military.</p>	<p>Website: bit.ly/DOESSchoolYearInternship</p> <p>Contact: youthjobs@dc.gov</p>
<p>Genesys Works</p> <p>Genesys Works' school-year internships place high school seniors in paid internships in technology and business operations, creating career pathways and opportunities for youth from underserved communities while simultaneously helping employers fill critical talent gaps within their companies. Students complete 160 hours of rigorous training in professional, technology, and business skills before being eligible for up to 20 hours/week of work with a partnered company.</p>	<p>Website: https://genesysworks.org/national-capital-region</p> <p>Contact: ncrinfo@genesysworks.org</p>
<p>Urban Alliance High School Internship Program</p> <p>Urban Alliance's signature High School Internship Program (HSIP) provides 100 hours of pre employment skills and digital literacy training, one on one mentorship, and up to 500 hours of paid work experience to high school seniors. Employers host high school seniors for 12 hours/week (Jan-May) then up to 32 hours/week (June-July) to provide meaningful work experience while building the next generation talent pipeline.</p>	<p>Website: bit.ly/Urban-Alliance</p> <p>Contact: lmontgomery@theurbanalliance.org</p>



CAREER LAUNCH

HIRE APPRENTICES

<p>BuildWithin Tech Apprenticeships</p> <p>BuildWithin is a federally-approved apprenticeship intermediary that helps employers start and manage workplace learning programs like apprenticeships. BuildWithin prepares individuals without technical backgrounds to excel in professional tech and tech-adjacent roles such as project management, operations, software development, cyber-security, help desk, and customer success. We provide “Professional Apprenticeships in a Box” and serve both employers and job-seekers with an effective workplace training experience with high ROI. BuildWithin’s apprenticeship software accelerates the productivity of new workers and facilitates manager engagement</p>	<p>Website: https://www.buildwithin.com</p> <p>Contact: Pete@BuildWithin.com</p>
<p>CareerWise DC Apprenticeships</p> <p>CareerWise DC is a 2-3 year, modern youth apprenticeship program that combines work experience, on-the-job training, and classroom instruction to prepare DCPS and DC public charter school high schoolers for competitive, high-wage careers such as business operations, information technology, and finance. Employers choose whether or not to register their apprenticeship program. Apprentices can start as early as their junior year in high school and complete 1-2 years after high school graduation.</p>	<p>Website: bit.ly/CareerWiseDC</p> <p>Contact: twest@cityworksdc.org</p>
<p>DOES Apprenticeships</p> <p>The Department of Employment Services (DOES) Office of Apprenticeship Information & Training (OAIT) serves as the State Apprenticeship Agency (SAA) for the District of Columbia. DOES provides oversight of 300+ Employers/ Sponsors who provide access to registered apprenticeship programs in the non-traditional and traditional sector(s). Apprenticeship Training Representatives (ATRs) at DOES are available to provide support to employers, participants and prospective apprentices with registration, pre-apprenticeship training opportunities, and supportive services across all active programs.</p>	<p>Website: apprenticeship.does.dc.gov</p> <p>Contact: apprenticeship@dc.gov</p>
<p>Greater Washington Apprentice Network</p> <p>The Greater Washington Apprentice Network’s (GWAN) mission is to help regional employers explore and develop an apprentice-based model of recruitment and training for their company. The Network brings together employers, academic institutions, and public and private sectors to create alternative career pathways into digital economy jobs for traditionally underserved communities.</p>	<p>Website: greaterwashingtonapprenticenetwork.com</p> <p>Contact: raj.ranganathan@accenture.com r.c.houston-carter@accenture.com</p>

Developed by **CITYWORKS**^{DC}



PARTNER WITH TRAINING TO JOB PROGRAMS

<p>Year Up</p> <p>Year Up is a year long tuition-free job training program for 18-29 year olds with a mission to close the opportunity divide by ensuring that all young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education. Year Up offers professional training opportunities, a corporate internship with a respected company, and the ability to earn while 18-24 year olds learn with regular stipends during trainings and internships.</p>	<p>Website: https://www.yearup.org/about</p> <p>Contact: bit.ly/becomeayupartner</p>
<p>Urban Alliance Pathways Program</p> <p>In addition to Urban Alliance's foundational 100 hours of pre-employment skills and digital literacy training, Pathways interns complete industry-specific training and certifications. Interns are matched with industry professionals who provide one on-one mentorship and guidance, and direct exposure to the industry. Employers commit to securing a supervisor for the interns and a fee-for-service of \$18,000/intern. Interns work 12 hours/week (Jan-May) and up to 32 hours/week (June-July). Post-program, employers may hire interns for entry level roles. For employers, a direct talent pipeline is created to young, skilled, diverse talent. For students, a non-college pathway leading to economic mobility is possible and accessible. Currently Pathways Programs are offered in the fields of Property Management, Information Technology, Financial Services, and Healthcare.</p>	<p>Website: bit.ly/Urban-Alliance</p> <p>Contact: lmontgomery@theurbanalliance.org</p>