

*TECC (Talents of Endearment Capabilities Center): Youth serving clients limited to two, but very much in demand, services: 1) Discover and validate innovative ideas at \$8400 subscription fees, and 2) solve business challenges at \$21,000 subscription fees.

BENEFITS	TALENTS OF ENDEARMENT LABS (TEL)	TALENTS OF ENDEARMENT SMART INTERNSHIPS (TESI)	TALENTS OF ENDEARMENT BUSINESS SMART INTRAPRENEURSHIP (TEBSI)
Experience	Discover innovative ideas and convert them to viable relevant business opportunities	Discover innovative ideas and convert them to viable, relevant, scalable, and sustainable business opportunities, solve business challenges and build business models	Discover innovative ideas and convert them to viable, relevant, scalable, and sustainable business opportunities, solve business challenges and build business models for the new employer
Become self-aware	Yes	Yes	Yes
Build personal brand	No	Yes	Yes
Good for	Youth and startups	Youth and entrepreneurs	New employees and old employees
Duration	35 days (5 weeks)	112 days (16 weeks)	84 days (12 weeks)
Coaching Hours	15 hours (3 hours per week)	176 hours (11 hours/week)	132 hours (11 hours/week)
Support hours (available mentors help)	20 hours (4 hours/week)	64 hours (4 hours/week)	48 hours (4 hours/week)
Review & Assessment hours	2 hours	16 hours (1 hour per week)	12 hours (1 hours/week)
Showcasing hours at end of program	2 hours	2 hours	2 hours
Certificate of Achievement	Yes	Yes	Yes
Lifetime online community support – Lifetime unlimited experience	Yes	Yes	Yes
Eligible to Join TECC* to start a professional career	Yes	Yes	Yes
Subscription fees per person	\$400	\$450	\$850 (10 minimum)