



MORE THAN A PROGRAM, IT'S A JOURNEY OF OPPORTUNITIES

KOLLAB YOUTH

WINTER REPORT 2024

Executive Summary

We're proud to present this Winter Cohort Impact Report as a celebration of the continued impact Kollab Youth is having on Los Angeles teens. Our results teach us that collaboration is our superpower. We collaborate across private, public, government, and corporate sectors to identify and meet the needs of our youth. We know that our youths' needs are met, solutions are found, and gaps are closed when we all work together and continually find ways to create, design and execute our program better.

Kollab Youth provides low-income and underserved youth an exceptional workforce development program (free-of-charge) in a nurturing environment – empowering teens to develop their potential and pursue their education and careers while strengthening their communities. Our program has a holistic approach to youth success – providing mentorship, mental health support, certifications and post-high school professional and educational development.

A Message from the CEO, Mary Hewitt

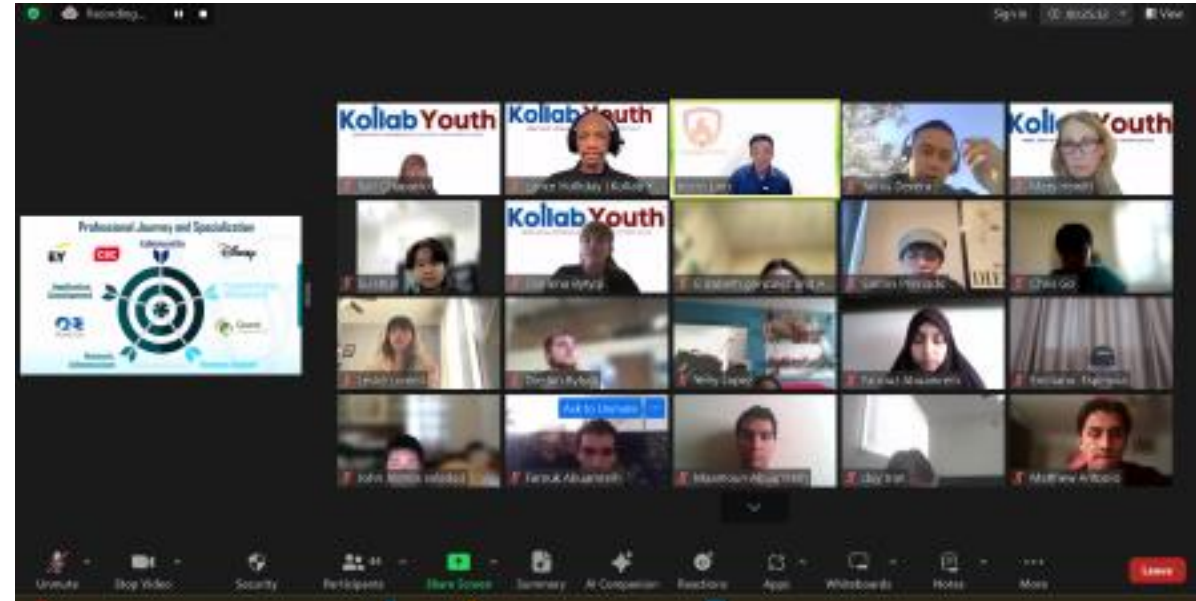


Kollab Youth continues to grow, adapt, and evolve to an ever-changing landscape among the industries and communities we serve. We bring together industry, schools, and non-profits to build tomorrow's workforce and provide career opportunities to students from underserved communities in Southern California. We provide effective programs, resources, and support for transformative access and opportunities for our youth. Our staff, board, and supporters will continue to ensure our youth have a continual support system, encouraging personal and professional development.

We will help create a stronger network of youth-serving community-based organizations rooted in collaboration, shared resources, and promoting strong workforce development practices to support youth, and help their families.

We deeply thank our presenters, mentors, sponsors and Advisory Board who, through their engagement and support, help make our program more impactful and transformative for our youth.

MASTER CLASSES



Young Professionals Panel

Three young professionals came to speak to our teens about their different industries. Larry La, Miles Parker, and Andrea Jimenez provided their insights about the internships and jobs they have had since completing their time with Kollab Youth. The “**Young Professional Panel**” included an ABC7 News Assistant, a government enthusiast, and a tech genius. They gave the teens meaningful tips about putting the skills they have learned to the test and entering the workforce.



Young Professionals Panel Impact

How do you plan to apply the advice and insights shared by the panelists to your own career journey?

"I will remember to be willing to try new things that will open up new opportunities that can help with my future goals." - Elizabeth G. (Age 18)

"I plan to apply this advice and lesson by putting it to action and actually trying it so that I can know my own strengths and weaknesses and how I can try to improve so that I can be a successful." - John S. (Age 17)

How do you relate to this Young Professionals panel and how/why?

"I relate to them by agreeing that before Kollab, I had limited skills that I could apply to the workforce and they have helped me to develop different soft skills and learn about new opportunities." - Elizabeth G. (Age 18)

"I relate to Andrea because she was shy but still took opportunities and ran with it. She took internships and knew what she wanted; one thing that stood out was her impostor syndrome. It stuck home." - Qimmah A. (Age 16)

"Being Hispanic and low income is something relatable to me and it shows that I can overcome generational poverty." - Eelyn B. (Age 17)

Cyber Security Master Class

Teens had the chance to dive into the thrilling world of cybersecurity! An expert from Disney explained why cyber security is important, including how some “secrets” are kept safe within their enterprise. This master class focused on three key elements: Why Security Matters, explore the Anatomy of an Attack, and uncover how Security directly impacts you in the real world.



Cyber Security Master Class Impact

What did you find most intriguing or eye-opening and why?

"I found it intriguing as to how the Disney cybersecurity team broke up the levels and different attacks, possibilities, into their teams to be the most interesting because they considered all the facets of the security." - Fairouz A. (Age 18)

"The most intriguing thing is that people are the weakest link in the security program because I honestly didn't know that until now and it's interesting to know that they have to train them." - Jenny G. (Age 16)

How do you think the knowledge gained from this masterclass will influence your habits online?

"From this masterclass, I will be more careful of what I put on my social media, read emails carefully, and make my passwords more complicated. When I saw the hacker chart, it shocked me to be careful." - Qimmah A. (Age 16)

"The knowledge I've gained in this masterclass will influence my online habits in the way that I won't trust everything that I see online and instead will make sure that everything is legit." - Ronin C. (Age 17)

Gaming Industry Master Class

The Gaming industry is for ALL! Our teens got the chance to hear from three experts – Judy Alice Lee, Julie Thompson, and Crystal Mora about the variety of careers within the gaming industry. They learned about designing, crafting, acting, producing, and more.

A promotional graphic for a 'Kollab Youth Gaming Career Panel'. The graphic has a light beige background with blue and red decorative elements in the corners. At the top center, the text 'Kollab Youth' is in blue and red, with 'Gaming Career Panel' in bold black below it. Below the title are three circular headshots of the panelists: Judy Alice Lee (Asian woman with long brown hair), Julie Thompson (Blonde woman with long wavy hair), and Crystal Mora (Woman with long dark hair and glasses). Each headshot is accompanied by the person's name in a curved, black, sans-serif font.

Kollab Youth
Gaming Career Panel

Judy Alice Lee

Julie Thompson

Crystal Mora

Gaming Industry Master Class Impact

What surprised you about one of the panelist's career journeys?

*“That I recognized their voices from a video game and the fact that Ms. Lee originally leaned towards something in the medical field, but ended up doing voice acting, which is a great inspiration.”
- Sebastian G. (Age 16)*

“Something that surprised me was Julie, who I would say took the “normal path.” She went to school for it and knew she wanted to do that.” - Luis C. (Age 17)

“I was surprised how fast their careers change. Like one moment they were committed with medicine, next they were voice acting characters from famous games.” - Sharon T. (Age 16)

“It surprised me how some of the panelist didn’t even know about a gaming or acting career until they had finished college and thought they would go into another career.” - Natalia C. (Age 18)

IN-PERSON EVENTS

LA Kings Game

A promotional poster for a Kollab Youth event. The top left features the Kollab Youth logo with the tagline "MORE THAN A PROGRAM, IT'S A JOURNEY OF OPPORTUNITIES". The main image is a hockey player in a white LA Kings jersey with the number 11, holding a stick. To the right of the player, the text "HOCKEY GAME" is written in large, stylized letters. Below this, it says "LA KINGS VS OTTAWA SENATORS" with the respective team logos. Further down, the event details are listed: "TOMORROW!! MARCH 7, 2024", "CRYPTO.COM ARENA, LOS ANGELES, CA", and "GAME STARTS @ 7:30PM". At the bottom, it says "FIRST COME, FIRST SERVE BASIS! 3 TICKETS MAX PER YOUTH!". In the bottom left corner, there is a small note: "*Special Opportunity, please only RSVP if you can fully commit". In the bottom right corner, it says "RSVP WITH LANCE: lholiday@kollabyouth.org".

Kollab Youth
MORE THAN A PROGRAM, IT'S A JOURNEY OF OPPORTUNITIES

HOCKEY GAME

LA KINGS VS OTTAWA SENATORS

TOMORROW!! MARCH 7, 2024

CRYPTO.COM ARENA, LOS ANGELES, CA

GAME STARTS @ 7:30PM

**FIRST COME, FIRST SERVE BASIS!
3 TICKETS MAX PER YOUTH!**

**RSVP WITH LANCE:
lholiday@kollabyouth.org**

*Special Opportunity, please only
RSVP if you can fully commit

“Attending the LA kings' game at the Crypto Arena was the most amazing experience I've ever had. The atmosphere of the fans at the stadium, the thrill of the game, the roars of the crowds, and the overall amazing view of the game impressed me far beyond imaginable. I also got to make a better connection with one of my colleagues in Kollab,” Shuang L.

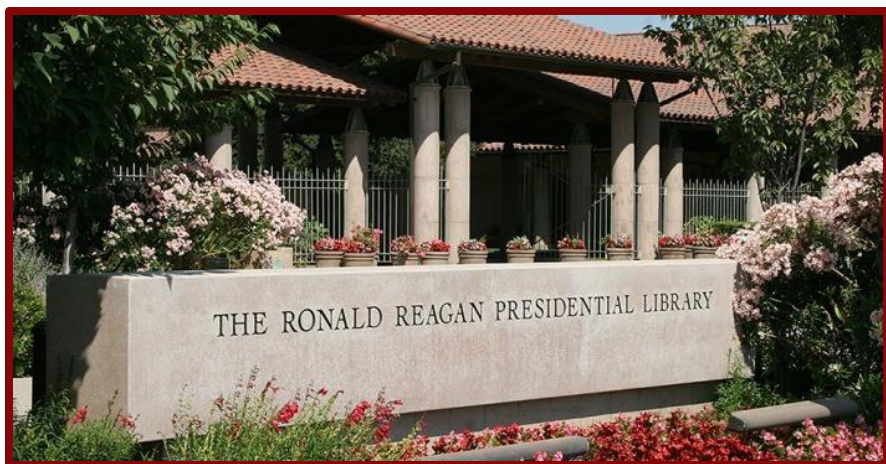
Auschwitz Exhibit at Ronald Reagan Library



Kollab Youth provided an insight into the history of humankind. And while it cannot provide a complete picture, the lessons we can learn from past events, wonders and tragedies are priceless.

Kollab Youth offered families, staff, and board members a unique opportunity to engage with the traveling exhibition on Auschwitz and the Holocaust. This exhibition is making its way to major capital cities worldwide, showcasing an exceptional collection of over 700 original exhibits with immense historical and human significance.

These artifacts directly witness one of the darkest chapters in human history.



National Hispanic Media Coalition event at ICON Collective

Kollab Youth participated in an amazing in person opportunity to explore unique pathways to the Entertainment Industry. Our partner the **National Hispanic Media Coalition (NHMC)** is a woman-led non-profit civil and human rights organization that was founded to eliminate hate, discrimination, and racism toward the Latino communities.

They educate and increase Latinx visibility from policy work in Washington, D.C., to media advocacy work in Hollywood, where they connect, collaborate, and create with Latinx talent within the entertainment industry. At NHMC, they focus on all forms of media because it is one of the most influential and powerful institutions that shape society's attitudes, values, and beliefs.

Our members were treated to an array of Acting, Music Production, Public Relations and most of all, a great time that culminated in them receiving a certification as part of the High School Pilot program.

National Hispanic Media Coalition event at



TEEN LEADERSHIP COUNCIL

Teen Leadership Council

We had Teen Leadership Council (TLC) Alumni, participate in various outreach opportunities to recruit new members to the Kollab Youth program at Career events, at their own High Schools and presentations. They utilized and practiced “soft skills”, communication, public speaking and shared their own personal insights on the impact of what Kollab Youth has provided, in their professional and personal development. This is the reason that this aspect of the program is so important, to build confidence, character, and leadership that is demonstrated and valued in the “real world”.

Teen Leadership Council



TEEN TESTIMONIALS

Helen Zhang



“Participating in the Kollab Youth Program has been a transformative experience for me. The master classes provided deep insights into various career pathways, particularly in my field of interest, which have been incredibly enlightening. Moreover, the opportunity to build and nurture a strong network has opened numerous doors for future collaborations and growth. I've also developed key professional skills that have not only boosted my career readiness but have fundamentally made me a better, more capable individual. I am grateful for the comprehensive and empowering nature of this program and highly recommend it to anyone looking to broaden their horizons and professional network. I'm excited about the opportunities ahead and am eagerly looking forward to continuing this journey by applying to the leadership council and securing an internship through the program, further enhancing my growth and contributions in my chosen field.” – Helen Zhang

Yerly Lopez



“In the program, I found out many opportunities about jobs, knowing how to do resumes, and college. I love learning about different careers knowing there are options. I also learn different types of skills and how to use them in an appropriate manner. The mentor was helping me know what I want to do in the future. He also told me about different types of sciences. He helped me with projects I was stressed about and checked them over for me. In this program, I learned about summer jobs and how to do resumes step by step. Also, the card information class and how it is good to build your credit. I am so happy about these opportunities, and I thank you and this program for helping me and giving me so many resources.”

– Yerly Lopez

Leslie Lomeli



“Being part of Kollab has played a crucial role in my personal growth. I've had the opportunity to participate in their insightful field trips, where I learned about finance and connected with a variety of professionals. Thanks to Kollab, I found an opportunity to join an investment program, and have been expanding my network in the process. This journey has been truly phenomenal, and I cannot wait to see the exciting opportunities that lie ahead.” – Leslie Lomeli

NEW PARTNERSHIPS

New Partnerships

Kollab Youth has been focused on collaborating with various non-profit organizations to fill in gaps and continue the trajectory of learning and providing valuable resources for our youth. With these organizations, we can ensure our youth accelerate their personal and professional development.

- LAUSD
- Compton Unified School
- Lennox Learning
- Options For Youth Charter Schools
- Antelope Valley School District
- Long Beach Youth Services Network
- Learn 4 Life
- National Hispanic Media Coalition
- Korean Youth Community Center
- Lunch Bunch
- Los Angeles County Department of Youth Development
- Covenant House

STUDENT DEMOGRAPHICS

Gender

Pie chart depicting the Gender breakdown of the youths in our Winter 2024 Cohort. The numbers inside each slice represent the actual number of youths reporting the given gender. Attached to the slices are the gender labels and the proportion of the cohort each gender makes up.

Winter 2024 Cohort: Gender

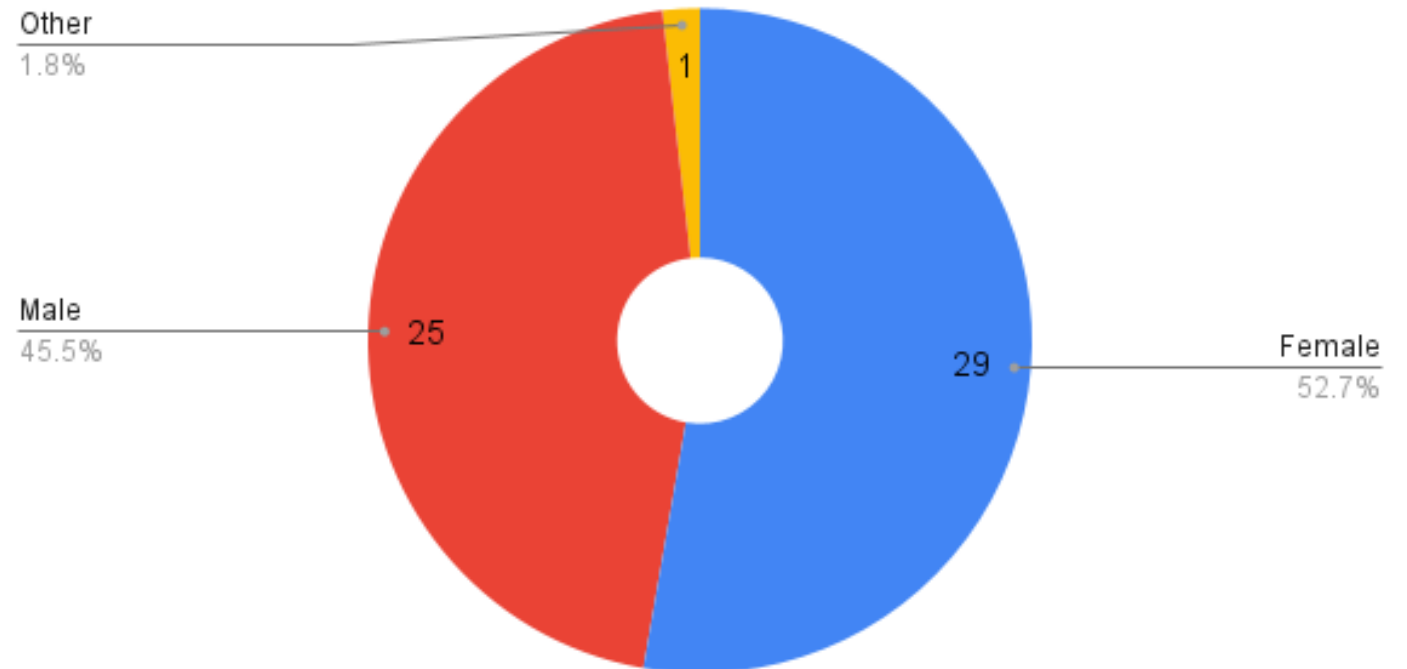
55 Total Youths

Other

1.8%

Male

45.5%



Ethnicity

Pie chart depicting the Race / Ethnicity breakdown of our Winter 2024 Cohort. The numbers inside each slice represent the actual number of youths reporting the given race / ethnicity. Attached to the slices are the category labels and the proportion of the cohort each race / ethnicity makes up. From our Fall 2023 Cohort, these statistics represent an increase in the proportion of youths reporting the following ethnicities: Black / African American (4.6% to 14.5%), Multiple Ethnicity / Other (10.3% to 12.7%), and White / Caucasian (5.7% to 9.1%). From our Fall 2023 Cohort, the proportion of youths reporting the following ethnicities decreased: Asian / Pacific Islander (13.8% to 12.7%), and Hispanic (65.5% to 50.9%).

Winter 2024 Cohort: Ethnicity

55 Total Youths

White / Caucasian

9.1%

Multiple ethnicity / Other

12.7%

Hispanic

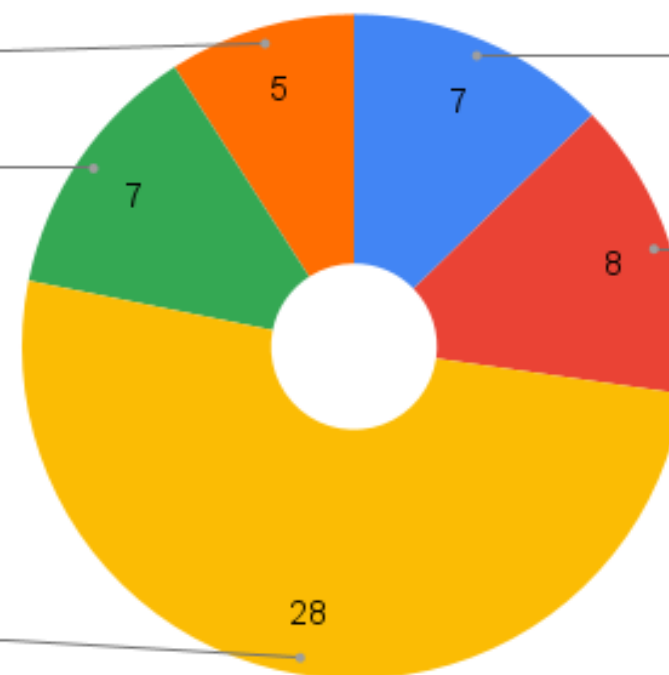
50.9%

Asian / Pacific Islander

12.7%

Black / African American

14.5%

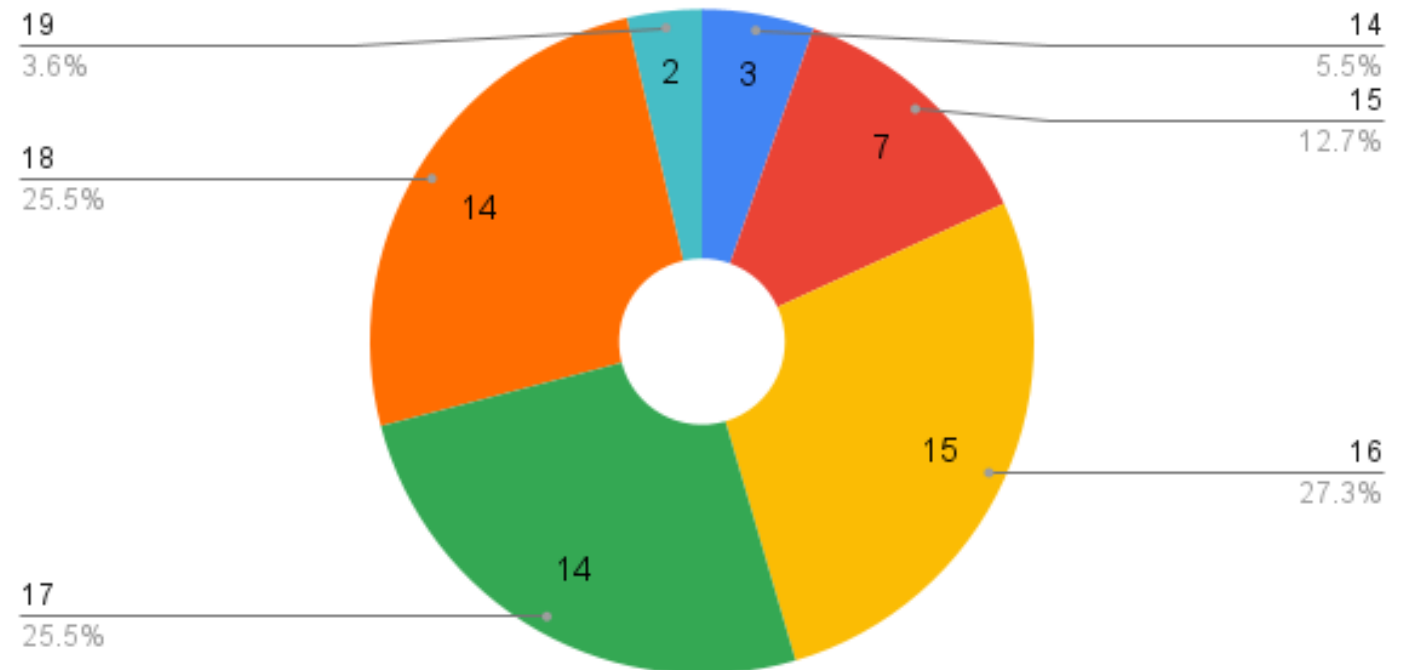


Age

Pie chart depicting the age in years of the youths in the Winter 2024 Cohort. The numbers inside each slice represent the number of youths reporting the given age. Attached are the labels for age in years, and the proportion of the cohort each age makes up. Notably, 82% of our Winter Cohort was aged 16 or older – the age we start offering mentorships, and the age where most internships begin.

Winter 2024 Cohort: Age (Years Old)

55 Total Youths

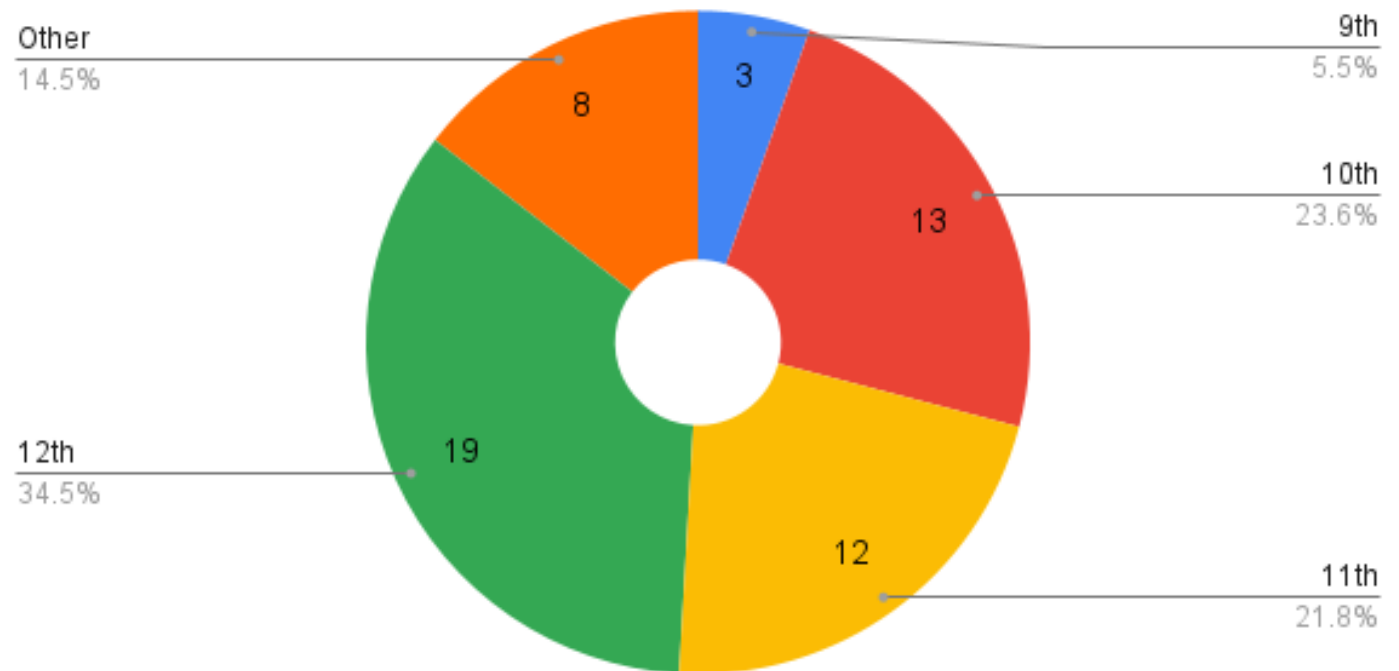


Grade

Pie chart depicting the grade of the youths in our Winter 2024 Cohort. The numbers inside each slice represent the number of youths reporting the given grade level. Attached are the grade labels, and the proportion of the cohort each grade level makes up. In this case, the “Other” category represents youths in either Middle School, College, or youths who have graduated high school and are now no longer in school.

Winter 2024 Cohort: Grade

55 Total Youths

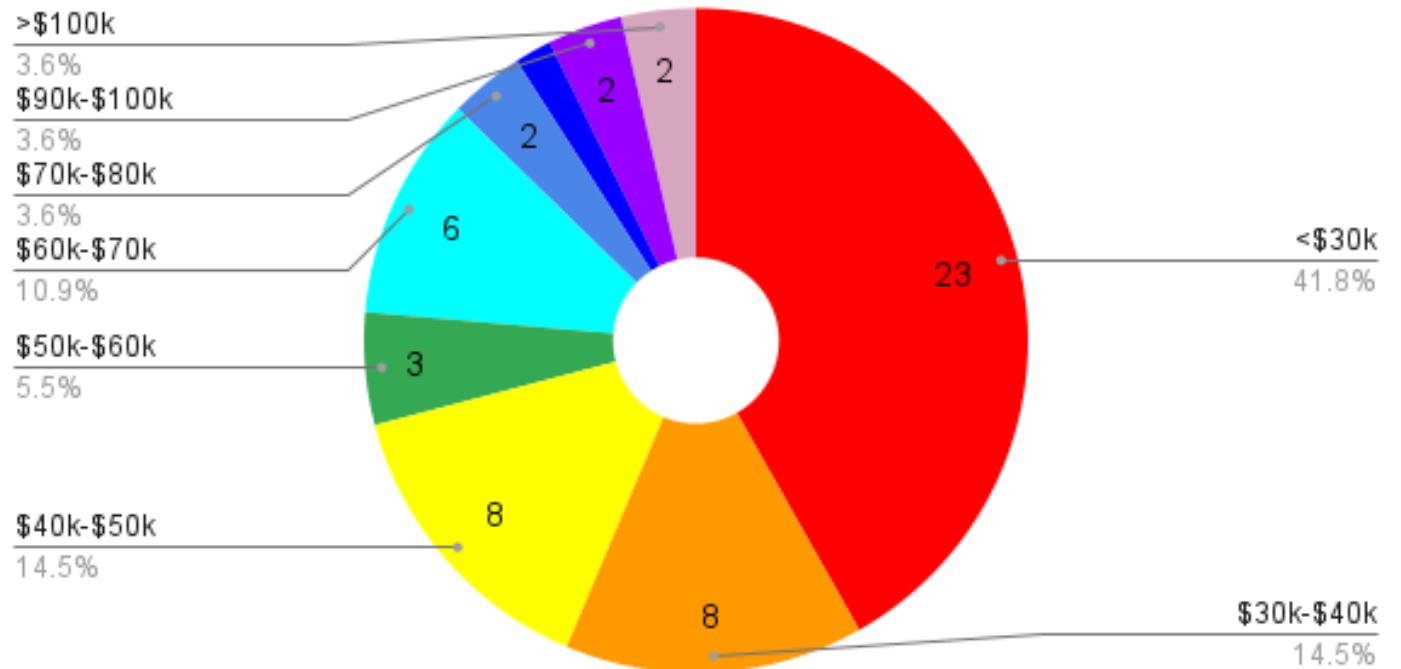


Parent Income

Pie chart depicting the reported annual income of the parents of youths in our Winter 2024 Cohort. The numbers inside each slice represent the number of youths reporting the given income bracket. Attached are the income bracket labels, and the proportion of the cohort each income bracket makes up. Notably, the percentage of the cohort making less than \$50,000 annually is 71% - up from 59% during the Fall 2023 Cohort.

Winter 2024 Cohort: Parent Income

55 Total Youths

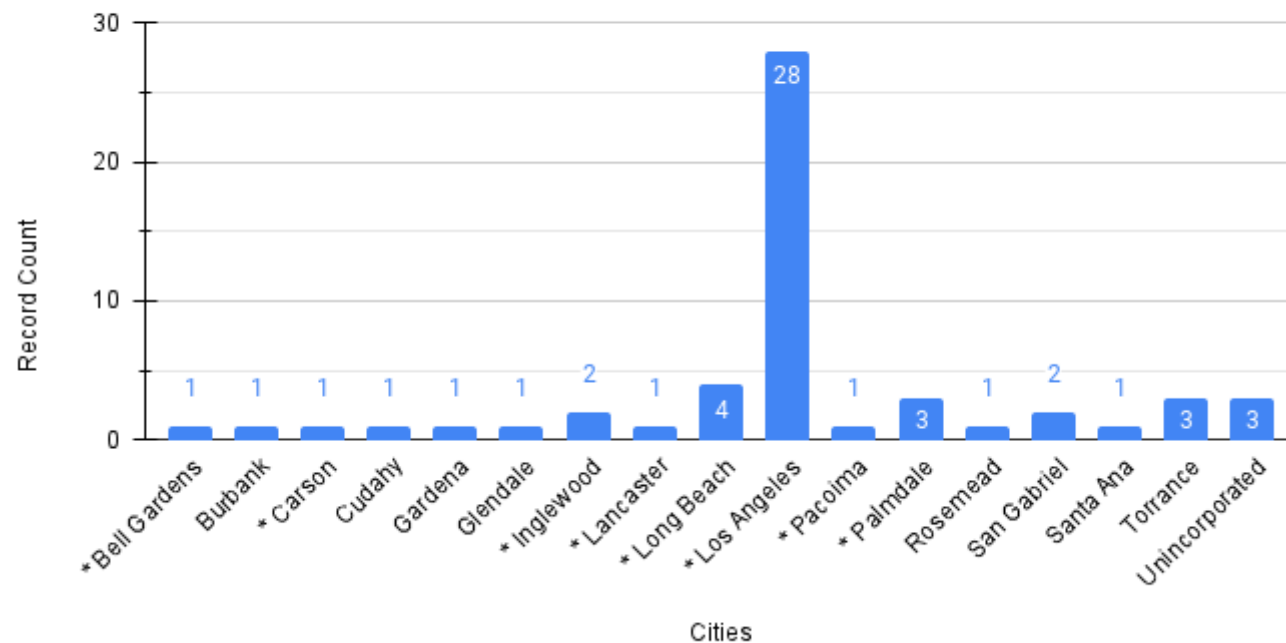


Student Location (by city)

Bar chart depicting the cities our youth come from. An **asterisk** preceding the name of a city means that it is classified as high need by [Los Angeles County's Equity Explorer Map](#). We estimate roughly 75% of our youths from the Winter 2024 cohort come from high need areas.

Winter 2024 Cohort: Youth Locations - Cities

55 Total Youths

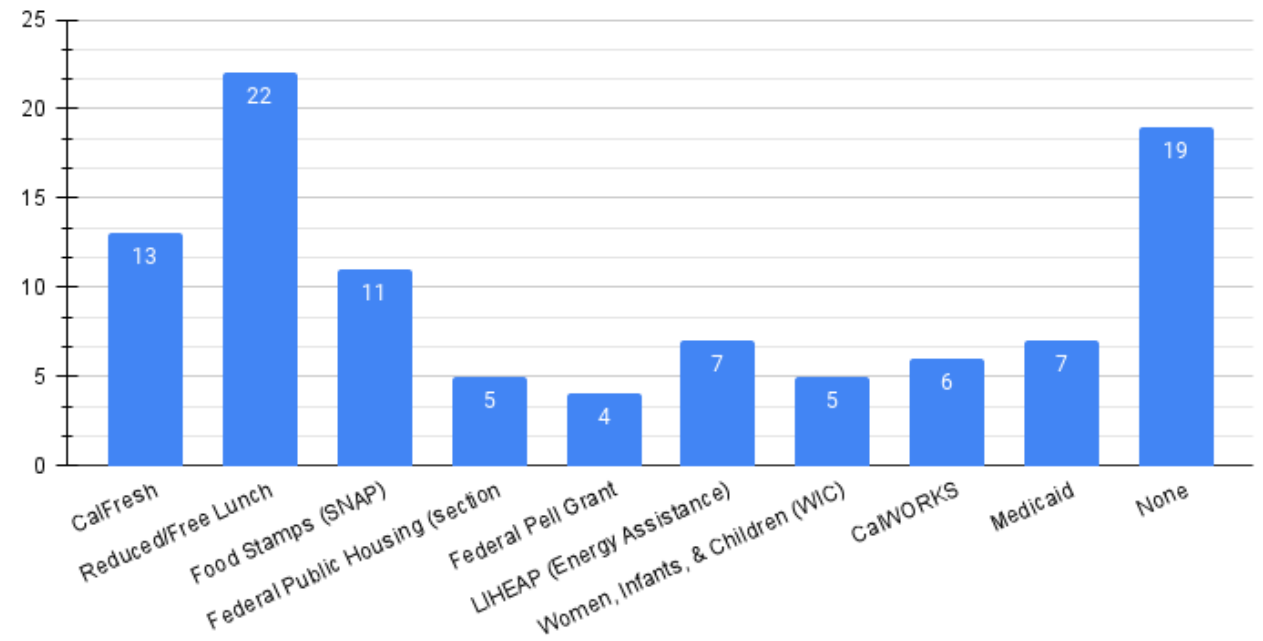


Aid Programs

During the Winter 2024 Cohort, our youths were enrolled in various aid programs. Among these programs, food aid was the most frequently reported form of assistance received, with 54.5% of our youth receiving some form of food aid. Additionally, 35% of the youth in the Winter Cohort were enrolled in more than one aid program. A detailed breakdown of the programs our youth were enrolled in is shown below. One thing to note is that because some youths were enrolled in multiple programs, the total here (99) is higher than the number of youths enrolled for the cohort (55).

Winter 2024 Cohort: Aid Programs

55 Total Youths

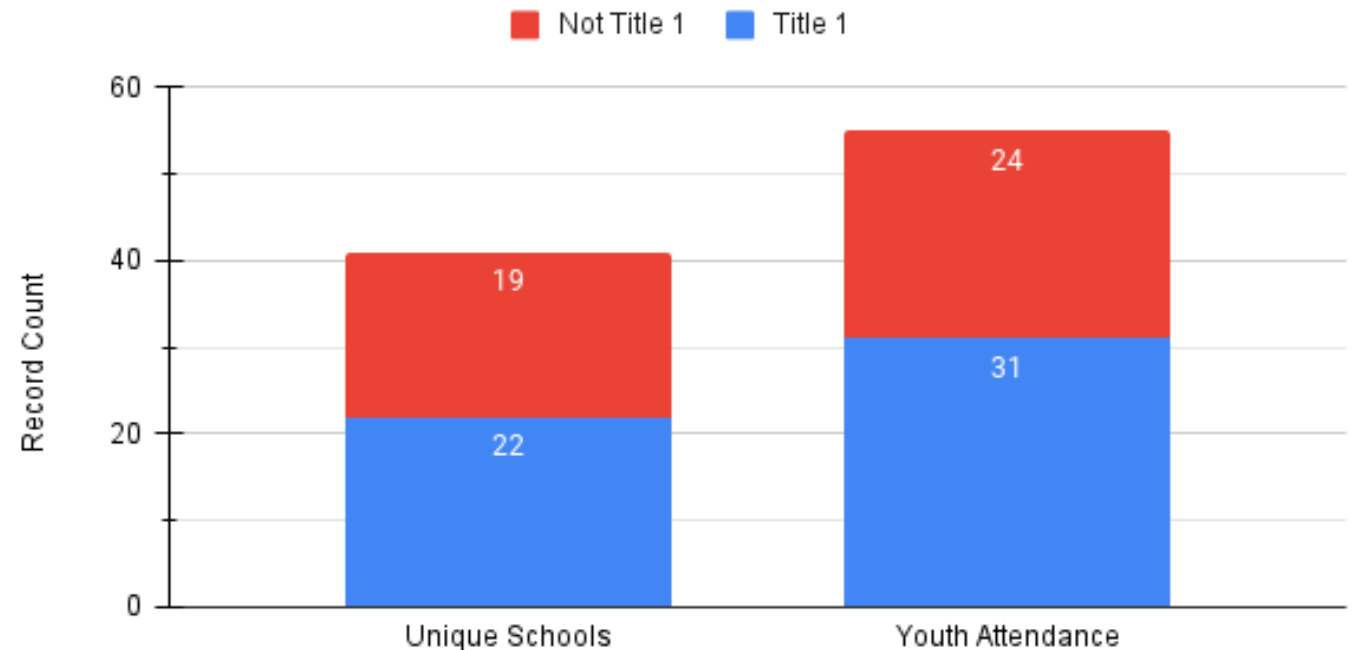


High Schools

Our youth from the Winter 2024 Cohort attended 41 different schools across LA and Orange County. Of those 41 schools, 22 received Title 1 Allocations. In terms of the youths in our cohort, this means 56% attended a Title 1 School.

Winter 2024 Cohort: Title 1 Schools

41 Unique Schools, 55 Total Youths



Mentorship

Benefits of mentorship

- Healthier relationships and lifestyle choices
- Better attitude about school
- Higher college enrollment rates
- Increased aspiration for higher educational
- Enhanced self-esteem and self-confidence

30% of the cohort (17 youths) had a mentor (had to be 16 and up and apply for one

Winter 2024 Cohort: Total Mentor Meetings

74

Winter 2024 Cohort: Total Mentor Hours

55.5

YOUTH ACCOMPLISHMENTS

Incentives & Financial Awards

Kollab Youth recognizes and rewards participants in various ways to encourage engagement and performance. Here's a breakdown of the incentives provided:

- Class Engagement Awards: During each class, we acknowledge and reward youth for their active participation.
- Cohort Completion Prizes: At the end of each cohort, we award prizes based on participants' overall scores.
- Top Performer Scholarships: We grant scholarships to the top four performers in each cohort, celebrating their outstanding achievements.

The financial summary of the prizes awarded during the winter session is as follows:

- Scholarships for Youth: \$1,250.00
- Masterclass Incentives: \$900.00
- Cohort Prize Completions: \$3,425.00
- In total, \$5,575.00 was awarded to the youth participating in our winter session.

Youth Awards

We believe that positive recognition is an excellent way to motivate progression and good behavior in students. These youth committed themselves to the Master Classes, online curriculum, participating by asking questions, and demonstrating the utmost in transformation with confidence, leadership and activation. Below are the youth who were awarded and recognized as top performers in this cohort:

- Su Htun: Watch Su's testimonial [here](#)
- Eelyn Barrios
- Qimmah Azzaam
- Alex "Santos" Preciado

Internships

By acting as a bridge for our graduates seeking internships, we enhance diversity, equity, and inclusion. This initiative offers hiring managers exposure to students from both traditional and non-traditional backgrounds, showcasing their skills, determination, and readiness.

- Larry L. – IT Intern at Desco Industries
- Tyler O. – Apprentice at Venice Art Pre-Apprenticeship Program
- Ava A – Pending Intern for Supervisor Horvath
- CJ C. – Pending Intern for Supervisor Horvath
- Leslie L. – Pending Target Associate
- Qimmah Z. – Pending Target Associate
- Helen P. – Pending Target Associate
- CJ C. – Pending Target Associate
- Ashley P. – Pending Target Associate

MENTAL HEALTH ASSESSMENT

Mental Health Technologies Anxiety & Bullying Assessment

When a teen is struggling with a mental health condition, it can profoundly affect every aspect of their life. This often manifests as a decline in academic performance, persistent difficulties in social relationships, increased family stress, and negative changes in various behaviors and habits.

To address these challenges, we partner with **Mental Health Technologies (MHT)** to provide anxiety and bullying assessments for our teens. These assessments help us better understand their difficulties and tailor our support accordingly.

Our mission is to consistently provide social and emotional wellness tools, resources, and sessions within our program. We aim to empower teenagers to overcome challenges, foster resilience, and thrive on their journey to well-being.

One of our key initiatives is the **Mental Fitness Boot Camp on June 22, 2024**. This event, led by **Kollab Youth Advisory Board Member and Integrative Licensed Marriage and Family Therapist Teela Allen**, promises to be a powerful experience for all participants.



Findings

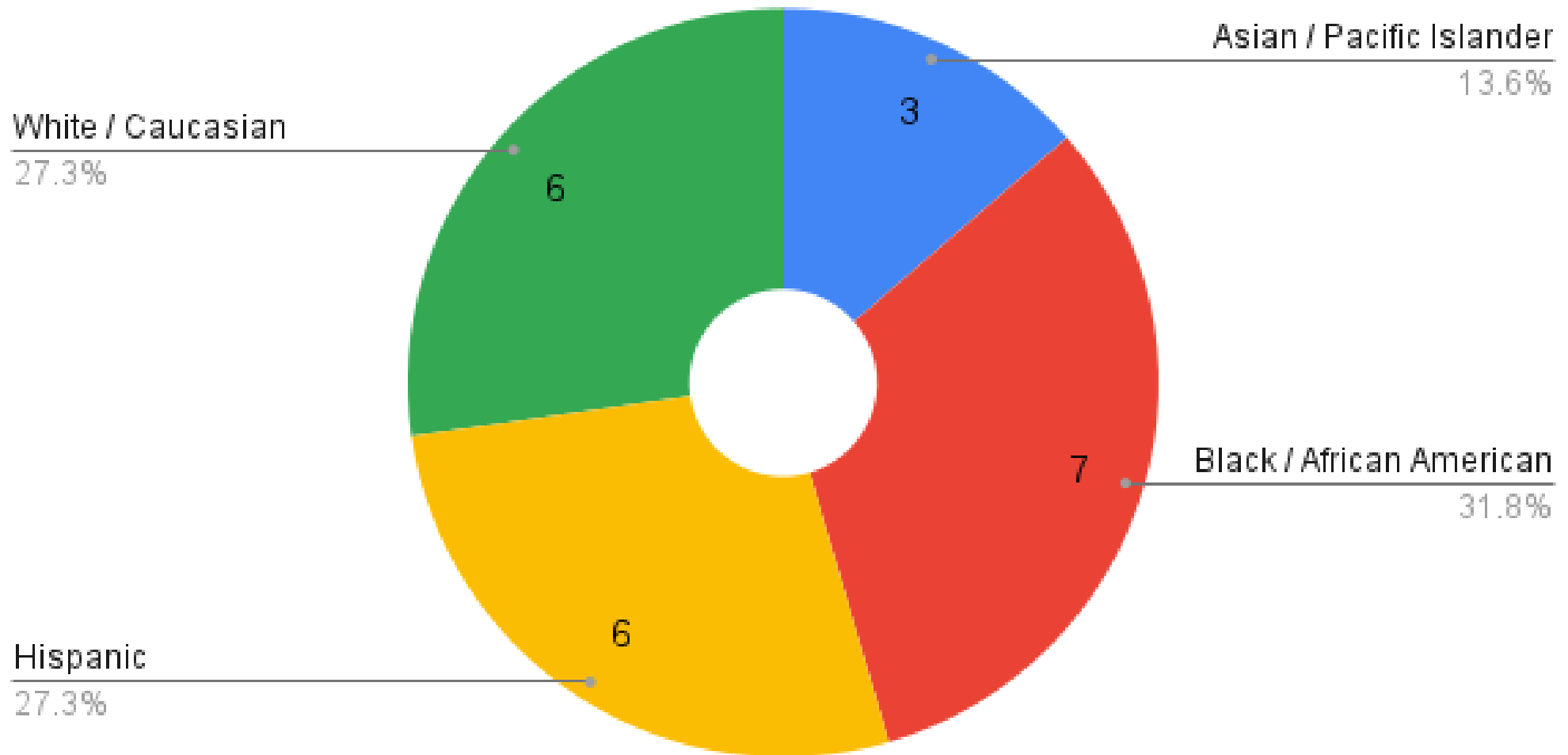
This data from our teens highlights the importance of continuing to focus on de-escalating stress, providing coping tools, and teaching methods to mitigate bullying.

- 20.7%** experience moderate anxiety
- 51.7%** experience mild anxiety
- 13.8%** experience severe anxiety.
- 28.6%** of the youth reported witnessing a classmate being bullied and feeling unable to help
- 28.6%** said they or someone they know had been cyberbullied
- 33.3%** admitted to befriending someone to avoid being bullied

ADVISORY BOARD DEMOGRAPHICS

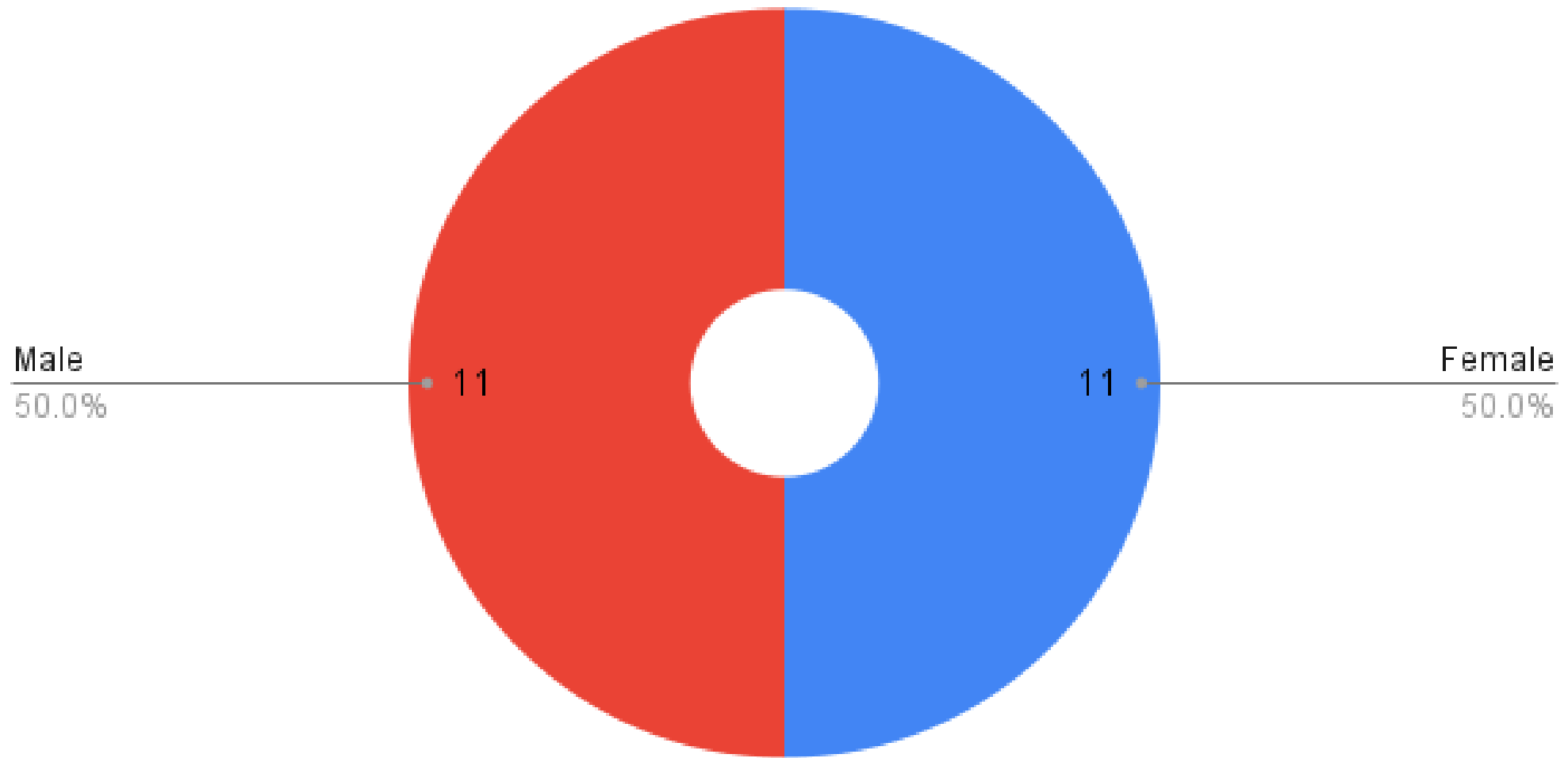
Board Members: Ethnicity

22 Total Board Members



Board Members: Gender

22 Total Board Members



SPONSORS

SPONSORS

make Kollab Youth possible!



LOOKING AHEAD

Kollab Youth is dedicated to equipping underserved youth with the crucial soft skills necessary for success in the workforce. Our focus encompasses a spectrum of soft, essential, and technical skills, ensuring that these young individuals are not only work-ready but also possess transferable skills adaptable to various professional settings.

In an ever-evolving work landscape, characterized by both incremental and seismic shifts, a disconnect often emerges between individuals and their respective organizations. This gap continues to widen due to the inability of people to swiftly adapt their skill sets, compounded by the absence of efficient training systems within organizations. Kollab Youth address this challenge by partnering with numerous non-profit organizations and innovative companies like Remotely Me and X Prize. Through these partnerships, we provide comprehensive support to youth, fostering both personal and professional growth combined with mentorship from industry leaders.

By empowering young individuals with the necessary skills and resources, we aim to increase economic and income mobility within their communities and families. Furthermore, our initiative seeks to bridge the workforce readiness gap by ensuring that our workforce's adaptability aligns with the rapid pace of change. Additionally, by promoting diversity and diverse modes of thought, Kollab Youth enhances companies' outcomes, enriching their workforce and fostering innovation. We hope you will come on board and join us in making a difference!

