



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

FALL 2023 IMPACT REPORT

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Kollab Youth gives historically marginalized underserved youth an equal chance to succeed through a comprehensive array of after-school workforce development (soft, essential and technical) skills, financial literacy, and wellness programs. Participating in our program contributes to improved socio-economic outcomes, emotional health and wellbeing, education, and workforce outcomes. Research shows that meaningful youth engagement facilitated by youth leadership is an important part of successful youth development programs and our program has a strong leadership focus.

Our program empowers under resourced high school students to explore their passions and develop crucial skills beginning with a strengths assessment quiz, onboarding questions and an interview. First generation college and non-college students from historically marginalized communities are provided with improved outcomes, long-term economic mobility, and self-sufficiency. Our unique and innovative program is data driven and provides our youth with a transformative opportunity.

Kollab Youth works with municipalities and other organizations dedicated to underserved youth. They will have the opportunity to get exposure in a variety of fulfilling careers and be equipped with certifications, financial and educational tools to bring back to their communities. We open the door to opportunity with technology training and tools that transform these teens from consumers to creators. Kollab Youth is responsible for a new generation of engineers, entrepreneurs, teachers, designers, and dreamers.

OUR VISION | We believe every student should have equal access to education, experiences and career opportunities that will help them reach their full potential and provide economic and income mobility. The Kollab Youth goal is to ensure that future employees have the soft, essential, and technical skills to compete and prosper in the global economy.

OUR MISSION | The Kollab Youth Workforce Development Program was created for high school students and helps them explore career opportunities in business, STEM and other emerging 21st century careers that are high growth and high wage jobs. Kollab Youth receive mentorship from industry experts and earn resume-worthy work experience through paid apprenticeships and internships connecting them with and preparing them to compete in tomorrow's workforce.

POST SECONDARY EDUCATION | Approximately 80% of seniors that participated in our program applied to attend 4-year universities at the end of the fall cohort; below are some of the schools where some youth applied to thus far. Trades offer so much more

than just a job - they're a pathway to financial stability and career growth. And let's not forget the job security factor! The trades are always in demand, even in a fluctuating economy. Kollab Youth is doing such important work by introducing young people to these options and showing them that there's no one-size-fits-all path to success.

Through our Master Classes, financial literacy, and mentors, we aim to reduce the educational attainment gap for historically under-served students by changing their mindset from believing that college is just a dream to knowing that higher education is a goal they can attain if they so desire.

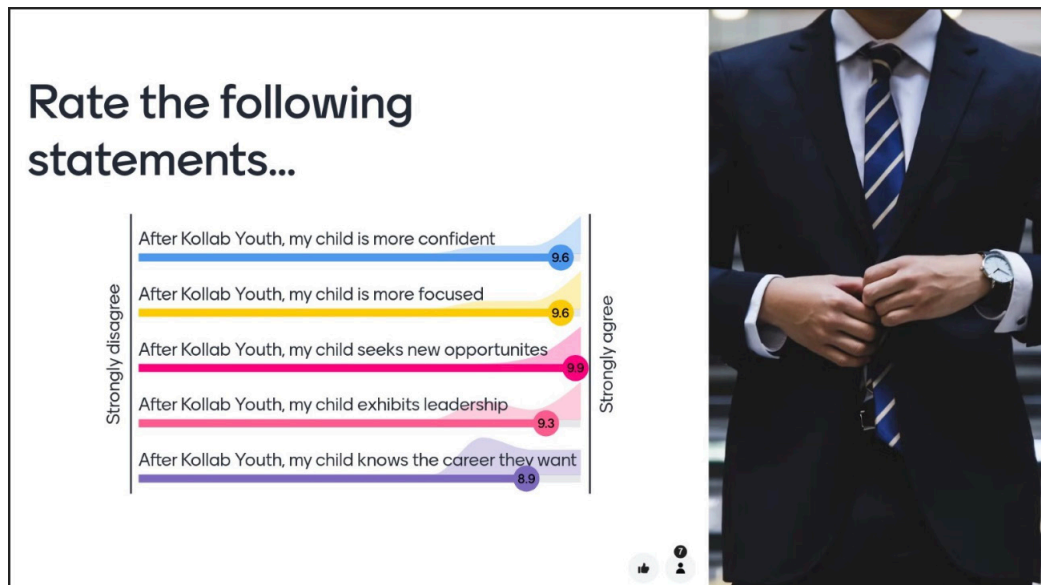
Below is a list of colleges where some of our recent high school graduates were accepted

- CSU Long Beach
- CSU Pomona
- CSU San Louis Obispo
- CSU Dominguez Hills
- CSU Los Angeles
- CSU Fullerton
- CSU Northridge
- UC Irvine
- UC San Diego
- UC Santa Barbara
- UC Los Angeles
- USC
- Vanderbilt
- Washington State
- Mount Saint Mary's



Parents at Spectrum 1 News learning about the tremendous career paths that exist in the News & Sports Broadcasting industry.

PARENTAL INVOLVEMENT | Research has consistently shown that when parents are engaged in their child's education, the outcomes are significantly better. When parents take an active role in their child's involvement in Kollab Youth, it not only improves the child's academic performance, but it also strengthens the overall relationship between the parent and child, which in turn, promotes positive behavior and a healthy sense of self-worth. The ripple effect of parental involvement is undeniable - students who experience it have better outcomes in just about every aspect of their lives.



The parents shared the impact that Kollab Youth has had on their teen participating in the program.

“It was amazing to visit different careers in different industries and hear from professionals about their journey and struggles. It truly is awesome to go and hear about the different careers within a particular industry.” - Jesus Padilla (Parent)

We are thrilled with this impressive impact from the parents on our program! It demonstrates that when you give young people the right resources and support, they can reach new heights of confidence, focus, and leadership. And that increased self-awareness and direction can make all the difference when it comes to career success.

PARTNERS

Our partners have been invaluable as Kollab grows. As a team, we are truly grateful for the strong relationships we have built together. We cannot thank our partners enough for your dedication, passion, integration, and unwavering support.

A few partners who are making a difference: Mental Health Technologies, Children’s Law Center, Department of Children & Family Services (DCFS), My Life My Power, Social & Emotional Wellness Initiative, NAF, DIME, and X Prize.

IN-PERSON EVENTS | We are fortunate to have the opportunity to have youth come together and gain valuable knowledge through our in-person “masterclass” engagements. This allows the exploration of careers on a personalized, in-depth and up-close foundation. The “hands-on” experience from these events is profound and has allowed many youths to be transformed with the realization of all the possibilities that they never imagined.

For fall, we hosted 3 events for Kollab members to attend including a visit to RadNet on September 30th, a university tour of Woodbury on October 28th, and ended the year with our holiday party on December 2nd.

To view our year in events video, visit <https://www.youtube.com/watch?v=j6k5stM9UOs>



SOCIAL EMOTIONAL WELLNESS | This fall, we partnered with Mental Health Technologies to provide more resources and experts for our youth. Social and emotional learning (SEL) plays a critical role in preparing young people for success in college, careers, and life. Some amount of anxiety in childhood or adolescence is to be expected, but anything more requires teens to have special skills. Kids and teens are navigating a multitude of challenges and changes that come with maturing physically and mentally. But if acute anxiety symptoms arise during the teen years, or if a childhood anxiety disorder continues to get worse, it's essential for young people to receive additional support and resources.

Kollab Youth has always included Social Emotional Wellness in our program. This optional Anxiety Assessment tool provides us insight as to how we may increase support for our youth that score high on the test.



Social & Emotional Wellness (SEWI) is so crucial, especially for young people navigating a world that can be pretty overwhelming. By offering this assessment, Kollab Youth is taking a proactive approach to support those who might be struggling with anxiety. Kollab feels that is important. We are committed to providing holistic support that addresses both academic and emotional well-being.

Tools for managing anxiety: In the short term, our program has provided tools to help teens recognize anxiety triggers and practice emotional regulation. Moreover, they learn

relaxation techniques to address both mental and physical symptoms. And they practice techniques to reframe negative and anxious thoughts, so they can focus on the reality of a situation rather than the worst possible outcome. These healthy coping mechanisms can make a positive difference right away for teens with anxiety, significantly easing their emotional pain and discomfort.

Sarah Young Sheppard - founder Social & Emotional Wellness Initiative, Social & Emotional Wellness Initiative (SEWI). Master's in Social Work from the University of Southern California.

Teela Allen - Kollab Board Member, Teela is a Licensed Marriage and Family Therapist

Connection to end Isolation – we have in person Master Classes to provide platforms for the youth to meet each other and practice their soft skills and build relationships. Networking is taught and encouraged for the youth to apply in their lives. We also hold in person Master Classes and events to bridge understanding and form friendships.

Long term care – As we know, long-term healing from teen anxiety could involve a combination of medication for teenage anxiety and treatment approaches designed to help young people build self-compassion, self-regulation, and authentic connections. Each teen may need a different type of therapy or treatment for reducing anxiety symptoms and underlying causes and we would then direct them to resources and support for this type of need.

Mental Health Technologies partnered with us to provide an Anxiety Assessment for youth (optional) that would provide insight as to the level of care and resources needed to help them.

RECRUITMENT | In Los Angeles County, African American children make up 8% of the general child population (0-17 years old) but 27% of the DCFS out of home population (disproportionality). Additionally, Black/African American children are seven times as likely to be in foster care as White children and nearly four times as likely as Latino children (disparity). This is why recruiting African American youth is a major focus. Our new partnerships with DCFS and other non-profits that work with foster youth will assist us with outreach and education about our program. (Source DCFS, Los Angeles County). We are striving to build community through relationships that foster a mutually beneficial outcome for all.



KOLLAB YOUTH

Winter Session

FEB 5 - APR 5

Deadline to register is Monday, January 22

Opportunities for youth

SKILL BUILDING	MENTORSHIP
CAREER EXPLORATION	MENTAL FITNESS
LEADERSHIP EXPERIENCE	SCHOLARSHIPS
INTERNSHIPS	FIELD TRIPS

Scan the snowglobe to register

Kollab Youth

APPLY NOW!

thank you sponsors

www.kollabyouth.org
info@kollabyouth.org
[@kollabyouth](https://www.instagram.com/kollabyouth)

Current and future workers, particularly low-income workers, need better access to financial resources, career advice and information, portable credentials and comprehensive support that facilitate continuous engagement in learning and employment opportunities.

Kollab Youth offers this by case managing each student and allowing them access to the resources even after they complete the program. We track their employment and if applied, college experience. A diverse workforce brings diverse viewpoints and perspectives to potential employers. We aim to provide the best and most diverse pipeline of employees for Los Angeles County companies and organizations. The below data for our fall cohort (there are four cohorts a year), demonstrates our commitment to continued outreach to youth who need us the most. We still have serious work to do when it comes to attracting more African American youth into our program to benefit from continued support and education of soft, essential, and technical skills for income and economic mobility.

Data for Socio Economic Levels

Fall 2023 Cohort: Gender

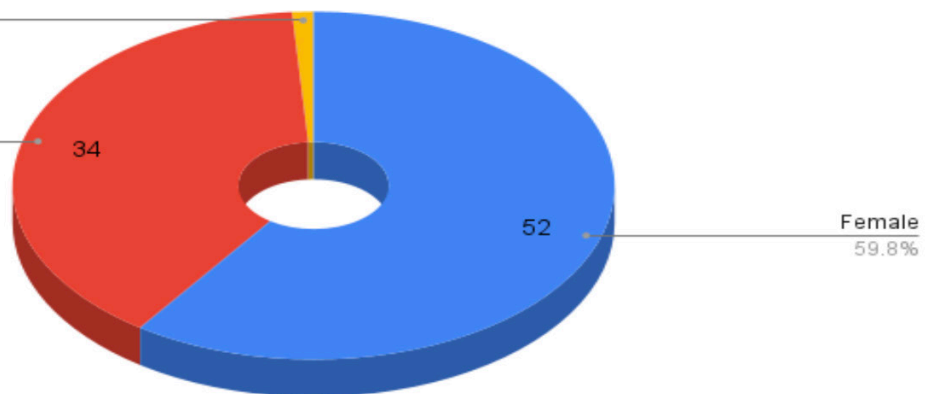
87 Total Youths

Other (Please Specify)

1.1 %

Male

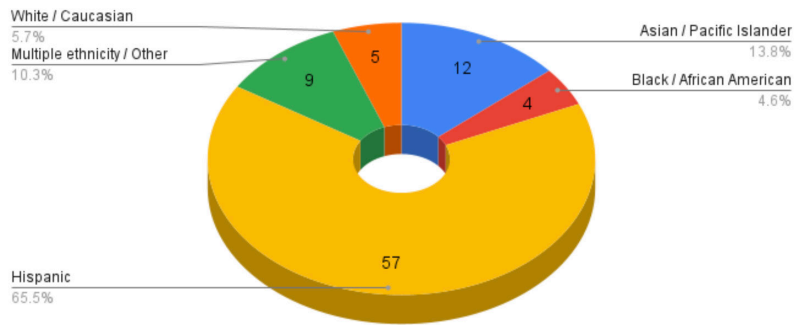
39.1 %



Our Fall Cohort saw a roughly 10% increase in the proportion of male youths, corresponding with a 9% decrease in female youths, and a 1% decrease in youths reporting their gender as other since the Summer Cohort.

Fall 2023 Cohort: Ethnicity

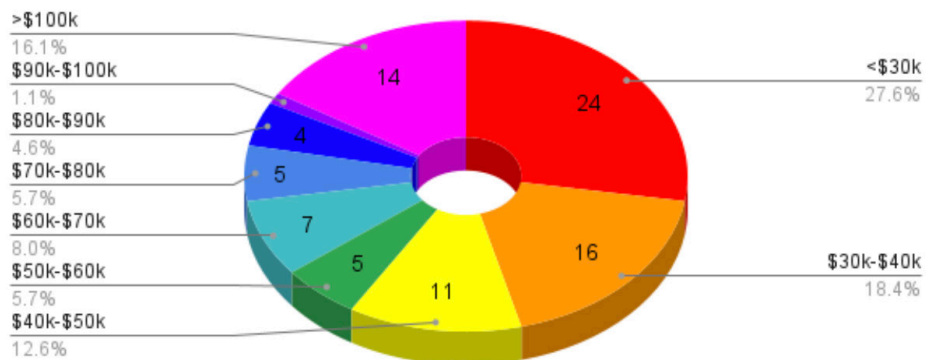
87 Total Youths



The Fall Cohort also saw the proportion of Hispanic youths increase by 10% along with an increase of 2.09% in White/Caucasian youths from Summer to Fall. This corresponds with a 6.7% decrease in Asian/Pacific Islander youths, a 5.4% decrease in Black/African American youths, and a 0.54% decrease in youths with multiple ethnicities or ones not listed. There is a focus to attract and enroll African American youth through our recruitment efforts. We are also recruiting foster and high priority populations into our program for the winter cohort through news partnerships.

Fall 2023 Cohort: Parent Income

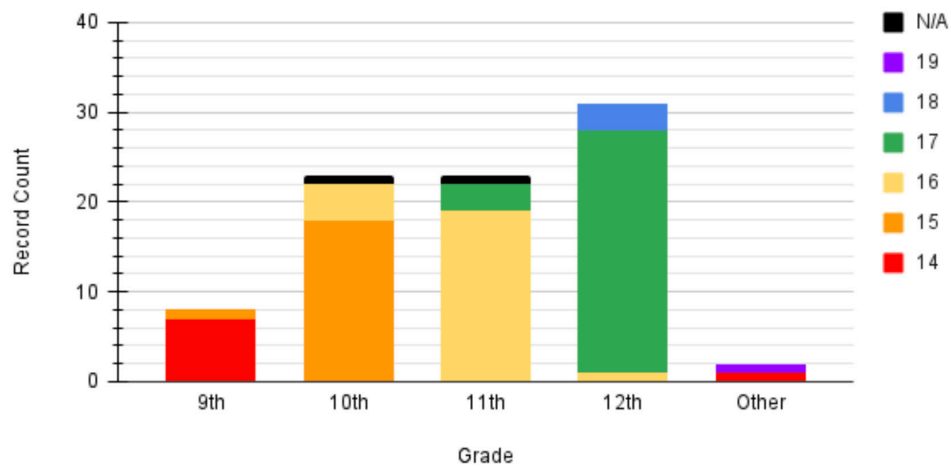
87 Total Youths



The proportion of youths with an annual parent income of less than \$30,000 remained unchanged from Summer to Fall, comprising roughly 28% of the cohort. However, the proportion of youths with an annual parent income below \$50,000 increased and now comprises about 59% of the cohort. Interestingly, the average Hispanic family is about 3.8 people in California.

Fall 2023 Cohort: Grade and Age

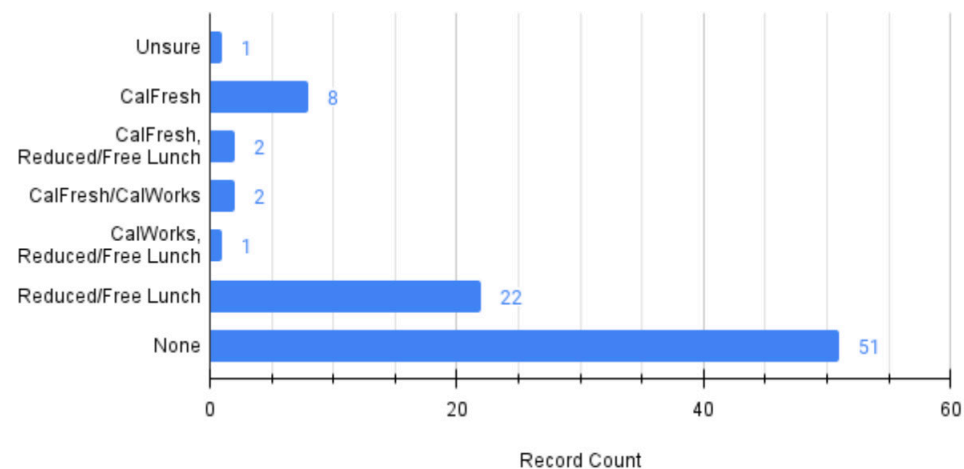
87 Total Youths



Notably, 62% of the youths in the Fall Cohort were either Juniors or Seniors, and 2/3 of the youths were 16 or older.

Fall 2023 Cohort: CalFresh/CalWorks

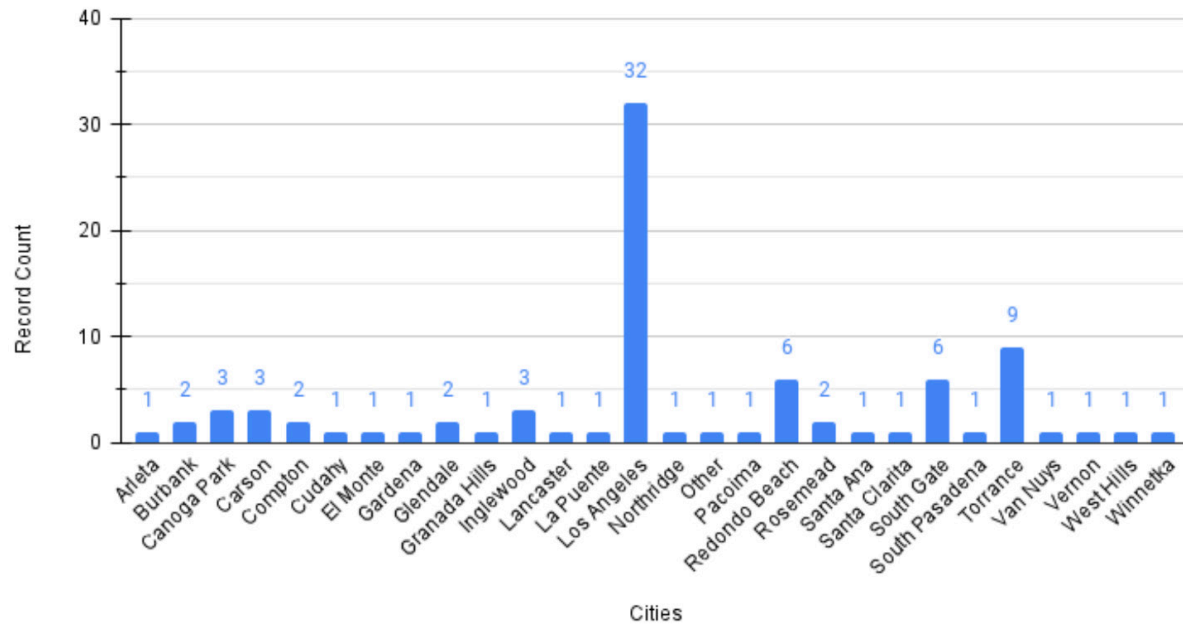
87 Total Youths



From Summer to Fall, the proportion of youths receiving food aid at school increased from 35% to 40%.

Fall 2023 Cohort: Youth Locations - Cities

87 Total Youths



OUTCOMES

Four out of the 31 seniors in our program applied for internships. One has started at JPL's SpaceSHIP internship

TESTIMONIALS

In my experience with Kollab Youth, this has been an outstanding performing program! If I hadn't come across this program, I could say I would be missing out. Something I like most are the different careers presented upon Kollab Youth even if when I had no original interest in them. I am planning to major in criminology and although there was no master class presented upon this, I had the opportunity to explore my different options. I gained many skills for what it takes to accomplish whether it is internships or jobs. The master classes themselves are simply well task oriented and enjoyable for gathering knowledge. It is also very thoughtful to have kollab youth leaders introduce and discharge the master class sessions. Overall, I am thankful for Kollab Youth and their program. I hope they keep it up for the future! – Bridgette R.



Kollab Youth is truly an amazing program, and everyone should at least experience it once. They've helped me realize what I want to do in the future and have provided me with the resources necessary and connections. I'm way more confident with my personal skills, and I learned what companies look for when hiring people. Kollab gives you a chance to get ahead of the game and learn about a variety of industries so if you're indecisive like me, at least you'll be allowed the opportunity to explore so you can make a career change if needed. Leslie L

**KOLLAB SPECIAL SESSION
WITH SPECTRUM NEWS**

Friday, November 17,
4:00 to 6:00 p.m.
Spectrum News 1
2345 Alaska Ave, El Segundo 90245

Attend a behind-the-scenes tour of the Spectrum News 1
newsroom and studios, and a panel session on local journalism
and community-based storytelling with anchors.

MODERATOR & PANELISTS

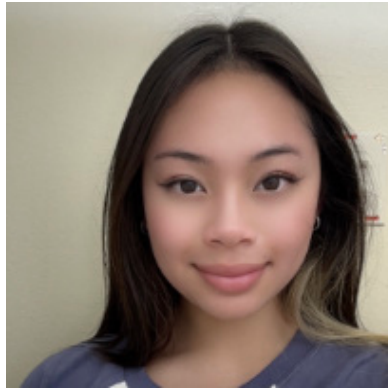
 Kelvin Washington Anchor	 Robert Santos Meteorologist	 Tanya McCrae Anchor
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LIMITED AVAILABILITY!
Scan to RSVP



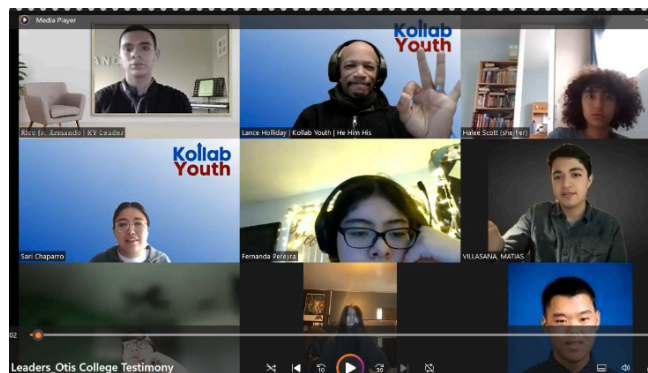
<https://www.surveymonkey.com/r/QCBTQFR>





Kollab Youth is a program I recommend for all high school students as it grants the unique opportunity to participate and learn effective communication skills, which help prepare teens for a more professional setting. It provides helpful resources like industry guidance, mentorship, apprenticeship opportunities, scholarships, and the opportunity to visit different workplaces and industries. Kollab Youth is one of the best programs teens have access to, to further understand themselves as individuals and explore potential new unique interests. - Alexandra B.

TEEN LEADERSHIP COUNCIL | The Teen Leadership Council (TLC) was created because it is important for students to experience leadership opportunities during their schooling, to learn the art of building relationships within teams, defining their identities, and achieving tasks to learn soft and essential skills effectively. This Council provides an excellent platform for teenagers to develop essential life skills such as teamwork and leadership. In today's competitive world, these skills are highly valued and can significantly contribute to a teenager's personal growth and future success. There were 10 youths that participated in this cohort.

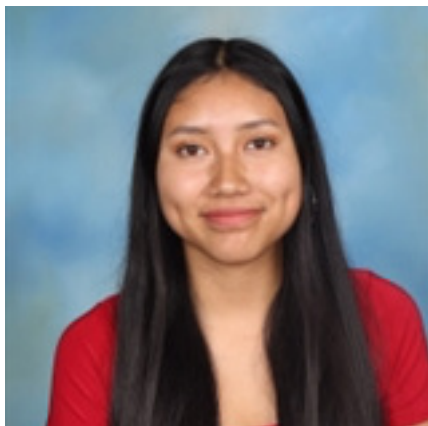


UNIQUE NEW OPPORTUNITIES | Through various team-building activities, teenagers learn the importance of working together towards a common goal. These activities can include problem-solving challenges like the DIME program and X Connect. Through leadership development opportunities and activities, teens are encouraged to take on roles that require decision-making, problem-solving, and effective communication.

DIME students are given the tools and knowledge to empower their communities and build meaningful wealth. The mission of DIME is two-fold. 1.) Build the next generation of young investors and 2.) Reduce the nation's wealth gap by empowering high school students with the tools and knowledge to build long-term wealth.

X Connect via X PRIZE

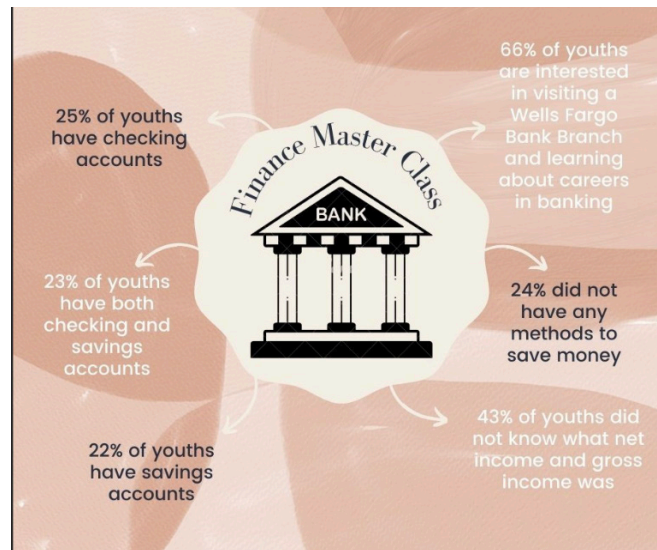
X PRIZE Connect positions youths in a future where an abundance mindset, digital prowess and innovative thinking are the bedrock of socio-economic development and inclusive growth. Students learn how to translate their ideas into tangible prototypes or concepts that have the potential to create a positive impact.



"Dime has been a great program for me and has helped me stand out against my peers at school. It's a very beneficial experience since I am interested in business, and we get to have interesting discussions. I definitely recommend anyone to join! I am thankful for my instructors. We met once a week which wasn't a lot of commitment, which I loved. There are lots of ways to grow. In x-prize it's on my own time but there are office hours weekly to help me out. I got to learn different topics and the program encouraged me to help out my community. There is lots of work but it is very rewarding and swag! It's competitive which I love and lots of academics are involved." - Crystal S., Kollab Member



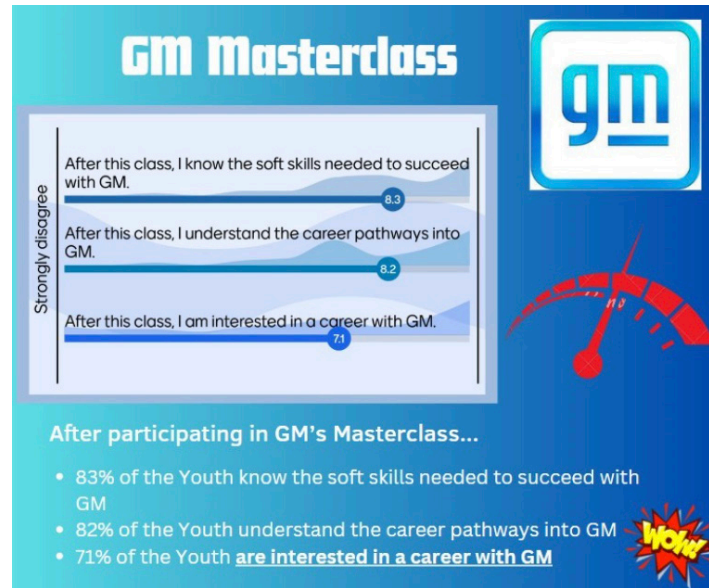
FINANCIAL LITERACY | Through our partnership with Wells Fargo and Operation hope, we have been able to consistently deliver an impactful program for our youth where they are equipped with the knowledge to make informed decisions, leading to greater monetary stability, less stress, and a higher quality of life. This Financial literacy Master Class empowers youth to take control of their finances and navigate the challenges and opportunities that arise. It is a crucial element in achieving financial health.



FIREFIGHTING | This cohort had a firefighter talk about his journey and the various jobs working for a fire department. Firefighters are first responders who arrive on the scene of a fire, accident or another emergency. They perform rescue operations and strive to protect their communities from harm. Being a firefighter requires a commitment to the job and a desire to help protect their community. Youth were provided with the salary; skill sets and structure of being a firefighter.



GM | A dynamic panel of GM employees shared their career journey, the culture and philosophy of GM and the types of careers. Youth learned they are collaborative, treat one another with respect, and all share a desire to innovate and achieve. Youth were inspired that GM strives to be the most inclusive company in the world.



ACE WORKBOOK ACTIVITIES | Businesses need workers who are trained for new technologies and so they depend on programs to provide the basics of education and the soft skills needed to function in the workplace. Our Advanced Career Education workbook augments the learning of the youth – helping Kollab Youth members to accelerate the development of their talent and skills.

As the business world evolves, the skills required to succeed also change. Our Advanced Career Education workbook is basically a bridge between education and the workforce, giving students a leg up in terms of learning transferable skills like communication, problem-solving, and teamwork. It is tantamount to equipping them with a Swiss Army knife of employability! Not only does it help businesses find the talent they need, but it also prepares students to navigate the ever-changing job market with confidence.

MENTORS | The goal of our Mentor program is to provide emotional support and life skills to teens in a structured environment while they learn goal setting, and career activation whether it is an internship, certification or a job. This provides an opportunity for mentees to practice their life skills under a professional construct ensuring they will be more confident personally and professionally.

"My mentee has been faced with many challenges in her personal life and hasn't had the best support system. I think what she needed was an adult that would support her in her educational journey and a listening ear to the struggles she has faced getting to where she is today. She is very driven and determined to make a difference as she enters into adulthood, and I have no doubt that she will. It has also been a great opportunity for me to get to know the next generation and see through their eyes. Any positive impact that I may have had on my mentee, made being a part of the Kollab Youth mentorship worth it. I hope that every student going through the program was able to learn, grow and get the support that they were seeking." - Breeshea Hummitsch, Target ETL Human Resources, Kollab Mentor

"I really enjoyed having a mentor. It was nice to receive a professional standpoint especially when it comes to internships, interviews, and what employers look for in potential employees. I also got to learn more about the HR position at Target and it's definitely made me consider working part time there." - Alexandra B, Mentee

"My mentor was able to help me properly formulate a plan for success. All this time, I was only doing everything I could all at once. But with her help laying out the steps that I could be taking, I was able to be much better at prioritizing my time." - Naza C., Mentee

"My mentor Sejal gave me helpful advice and assisted me in reaching my goals in this mentorship journal. I had an amazing experience with this program that I will never forget, and I strongly recommend it to everyone." - Kun L., Mentee

SCHOLARSHIPS | Participating Boys & Girls Clubs in Los Angeles County received \$20,000 total in youth scholarships and learning incentive gift cards. Boys & Girls Clubs receive allocations to offset any costs for staff time, recruiting and coordination. Kollab Youth provides four scholarships for each cohort (there are four per year) ranging from 500 dollars to 100 dollars. Scholarships directly reduce how much a student needs to pay for their education out of pocket. They also reduce how much time they may have to work. This may give them more time to study. We also provide learning incentives for the youth as we hope the money will go toward their financial goals. Financial aid is huge, and it can make all the difference when it comes to accessibility and equity in education

and life. Not only does it ease the financial burden, but it also provides students with the flexibility to focus more on their studies, which is a game-changer. The youth also get to practice their financial literacy skills. And the learning incentives are the cherry on top! By incentivizing education, we are sending a powerful message to students that their efforts are valued, and that's a proven motivator. It is our way to prioritize student success on all fronts!



EARNED MEDIA | We are grateful to ABC7 for investing in the future of these young people by producing and donating PSAs for Kollab Youth. That kind of exposure is golden - it's not just about the PSAs themselves, it's about the awareness and recognition they bring to our program. With the backing of a major news station, Kollab Youth is receiving more youth in our program. We thank ABC7 for being an all-star partner in this mission and to Teresa Samaniego for serving as our Advisory Board Chair.

Kollab Youth experienced heightened visibility and interaction through the power of online word-of-mouth, viral social media phenomena, mentions, shares, reposts, reviews, recommendations, and content picked up by third-party websites. Contributions from notable figures such as Regina King (award-winning actress), Presley Aronson (musician), and ABC7 PSAs featuring Kollab Youth, along with support from Kelvin Washington (Spectrum News Anchor) and the Ventura Medical Association, collectively played a crucial role in cultivating positive awareness for our program.

To view the PSA visit: <https://vimeo.com/848434039/fe4799c12a>
Presley Aronson PSA: <https://youtu.be/ljkTqdGttDg>

LOOKING AHEAD TO 2024 | Our steadfast commitment to our unique and impactful program exposes youth to an expansive list of careers, helps build resumes, develops job interview skills, and teaches financial literacy, soft and essential skills while building confidence. Our commitment is to achieve record success for our high-potential low-resource youth. Kollab Youth is a registered pre-apprentice program with the State of California and youth can receive high school credit if they successfully complete the program.

Our continued goal is to continue to be a community champion for diversity, equity, and inclusion efforts that work to break down barriers and lift people out of poverty through economic and income mobility.