

SPRING 2023 IMPACT REPORT

Kollab Youthtm

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

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This impact report explores how we have worked with education, government, and industry leaders in order to make the workforce an inclusive and welcoming space for underrepresented youth to thrive. We do that by breaking norms, reinventing opportunities, and reaching them in places youth are lacking access and opportunity.

Experts say we are at the threshold of the 4th industrial revolution, and it is our task to ensure the participants entering our program will excel in today's and the future economy. Our belief is that all children—regardless of ZIP code, income, ability, or background—are capable of performing at high levels. Our goal is to assist underrepresented youth and economically under-resourced communities in the current and future economies. So we ask ourselves the following questions:

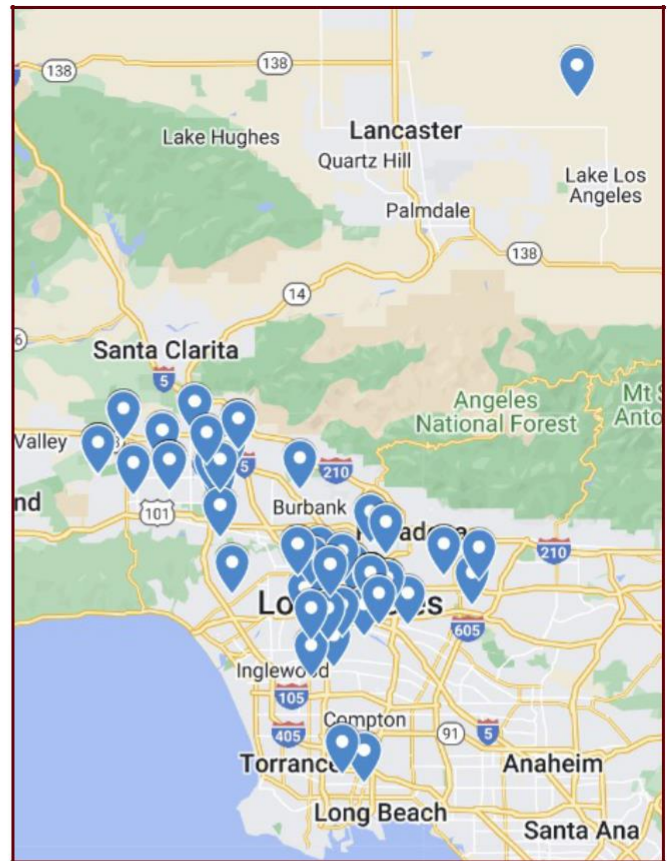
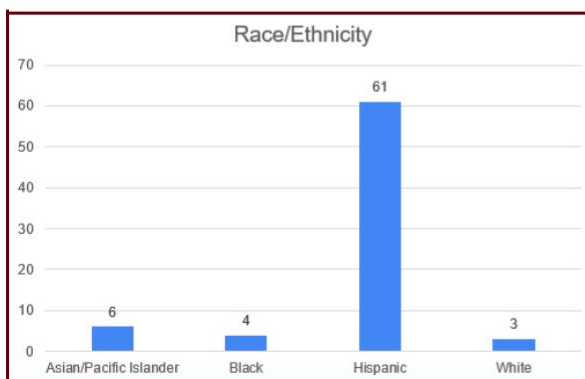
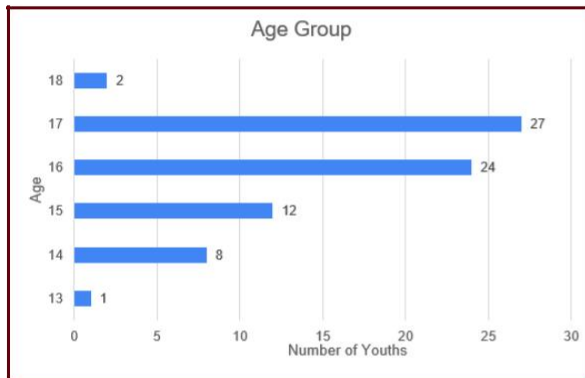
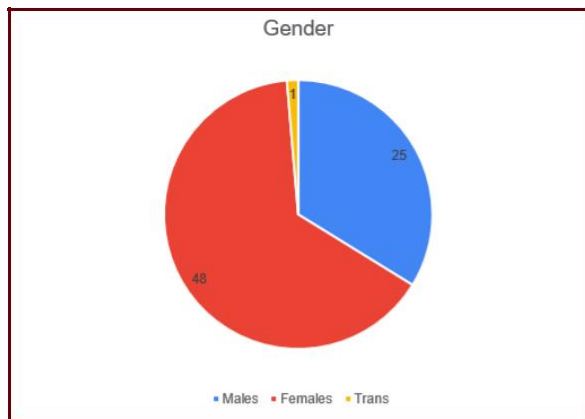
- *“What do young adults need to know to thrive?”*
- *“What jobs do they need to prepare for?”*
- *“What skills will be required to fill those jobs?”*

In assessing the answers to those questions, we come up with a variety of solutions. By working with municipalities and other organizations that work with underserved youth, Kollab Youth is the next link. They will have the opportunity to get exposure in fulfilling various careers and be equipped with financial and educational tools they will 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. The Kollab Youth Workforce Development Program delivers economic opportunity to the most vulnerable youth in Los Angeles County, setting them on a path for success in college, trade school, the workplace and life.

Kollab Youth wants to strengthen the resilience our young people possess, which is why our foundational principles are social emotional wellness and leadership skills. Kollab Youth has demonstrated to be a life-changing approach to development. It has been carefully curated and shaped by a team of career individuals, hi-tech firms, C-Suite executives, and educators. 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.

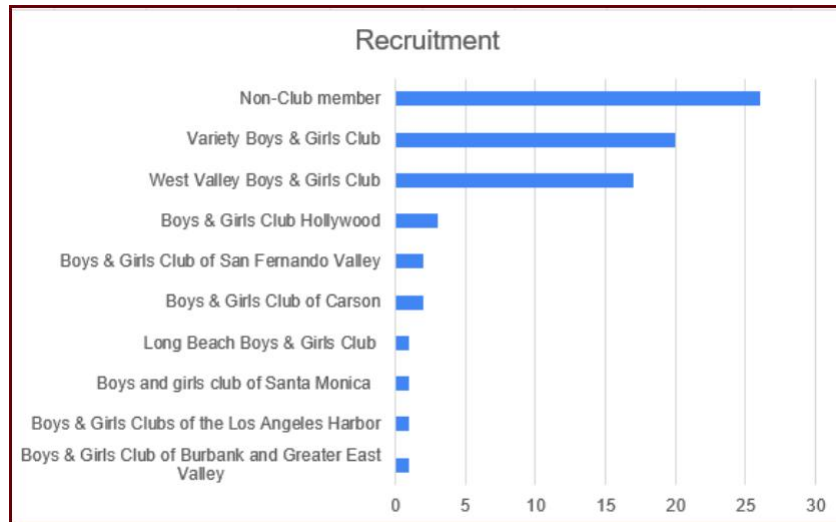
DEMOGRAPHICS

A diverse workforce, in terms of age, race, religion, nationality, sexual orientations, gender, gender identity, and national origin brings diverse viewpoints and perspectives to potential employers. One of Kollab Youth's goals is to provide the best and most diverse pipeline of employees for Los Angeles County companies and organizations. The below data for our spring cohort (there are four cohorts a year).



RECRUITMENT

We are expanding in the underserved communities of Antelope Valley and the Inland Empire. In addition, we are developing community partnerships through mechanisms like recruiting at career fairs, community events, and presentations at High Schools and Youth Service agencies, like DCFS. Moreover, with the support of Los Angeles County Supervisors Kathryn Barger and Holly Mitchell, we look to truly impact those youth that need us most including the foster care system, providing access to our tremendous program and career resources.



FINDINGS

Many youth struggle with confidence issues. One way we encourage confidence and growth for our youth is through our Teen Leadership Council (TLC). Here teens reinforce learning and apply skills they practice in our programming. We realized that the more involved in our program including after school activities -- whether it's sports, arts, theater, music, or clubs – the more they feel they make an impact. We ensure that all our program participants are welcome, heard and respected. The TLC provides youth with an added boost of confidence, friends, guidance and activation for personal and professional growth.



Teen Leadership Council

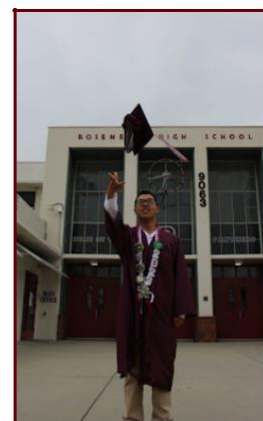
The Teen Leadership Council (TLC), was created in our winter session (March), because it is important for students to experience leadership opportunities during their schooling, to learn the art of building relationships within teams, defining their identities, and achieving tasks to learn soft and essential skills effectively. Youth receive first hand experience presenting in front of their peers giving them the opportunity to discover and redesign the limiting beliefs they have about themselves and others. It's these self-imposed limitations that keep them from fully achieving their maximum capabilities. This TLC allows them to pursue their dreams and goals with new freedom and passion, and to create a solid foundation of powerful tools to use the rest of their lives in relationships, conflict management, and self discipline.

Testimonial from a TLC Leader: [Haruki Y. TLC Leadership](#)

Providing leadership training prepares youth to manage time, work in a team setting, set goals, start conversations, facilitate meetings, and make effective presentations. These are all positive life skills that they will carry into adulthood. This also feeds into why our Teen Leadership Council has been so successful.

We have a testament of the impact that Kollab Youth has with one of our KY TLC members, Larry L., who exemplifies his growth and development with the following timeline:

- January 2023 - Joined the 2023 Winter Cohort (Had to contact us directly to confirm “if this is not a scam program”?)
- February 2023 - Had joined the TLC to further develop his leadership skills and helped with sharing his ideas and insights with making our program better.
- March 2023 - Received cash gift cards that allowed him to use those resources to gain IT certifications on his own.
- April 2023 - Participated in an in person Teen Focus Group at ABC7 studios (Topic: Social Media Impact on Teens)
- April 2023 - Began his mentorship with Daniel Rosenberg and created his LinkedIn profile to build his network and personal brand.
- May 2023 - Received a \$350.00 Kollab Youth Scholarship for his continued growth and development.
- June 2023 - Started his SWE (Software Engineer) Internship at Metal Toad
- June 2023 - Graduated from Rosemead High School and will be attending Cal Poly Pomona in the Fall of 2023, majoring in Information Technology.



[Click for Larry's testimony](#)

Soft skills help build relationships and solve problems so youth can make positive contributions to their family, team, and employer. These skills are personal attributes that influence how well youth can work and interact with others. Soft skills make it easier to form relationships with people, create trust and dependability, and lead teams. Each cohort includes a set of soft skills that aim to be achieved by the youth. Kollab Youth must complete the entire program (85%) or more to be counted as successful with the online curriculum, master classes, Kollab Konnections, and if they have a mentor. Here is a sampling of a few of the soft skills the youth learn. Accountability Adaptability Collaboration, Communication, Creative Problem Solving, , Critical thinking, Creativity, Dependability, Resilience, Empathy, Time Management.

Leadership Skills: Brian Barry, who spent 25 years as Chief of Staff for the Dale Carnegie program, presented youths how they can elevate and discover their leadership skills to be more confident and successful in life, school, and their careers.

I can start by asking more questions that others might have but do not ask. I can also talk to others more and make meaningful conversations. - Joseph F

I can demonstrate leadership in my school life by taking initiative in the classroom and not refraining from sharing my ideas. Also, I could show leader ship in my personal life by being more open. - Angel L

Career Pathways: The Animal Care Industry presentation showed a rapidly expanding industry, and various stepping stone jobs where youths can explore as careers.



Emotional Intelligence: Social Emotional Wellness taught by lauded expert Sarah Young-Sheppard, included effective stress management, building and maintaining positive relationships, emotional regulation, and making responsible decisions.



Financial Literacy: Wells Fargo Bank, Kollab Youth's Premier Sponsor, introduced the importance of saving as well as positive financial knowledge, skills, habits, and attitudes about money. The Master Class offered the unbanked youths with the opportunity to open an account and become financially savvy.

Wells Fargo's Impact

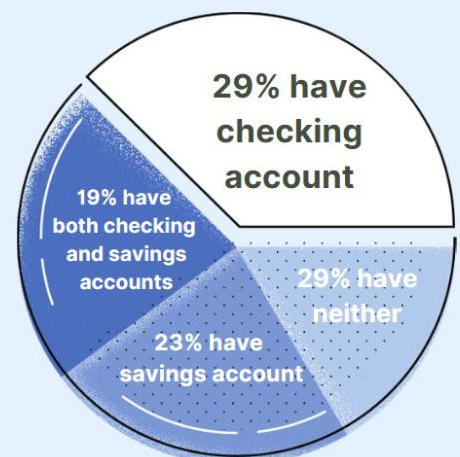
62% are interested in opening an account with Wells Fargo Bank

It takes awareness, self-discipline, and consistency. I learned that there are more life skills that I thought that get applied to financial wellness.

I learned that having a budget and a savings goal is essential for everyone. Starting off small and working upward is the way to go!

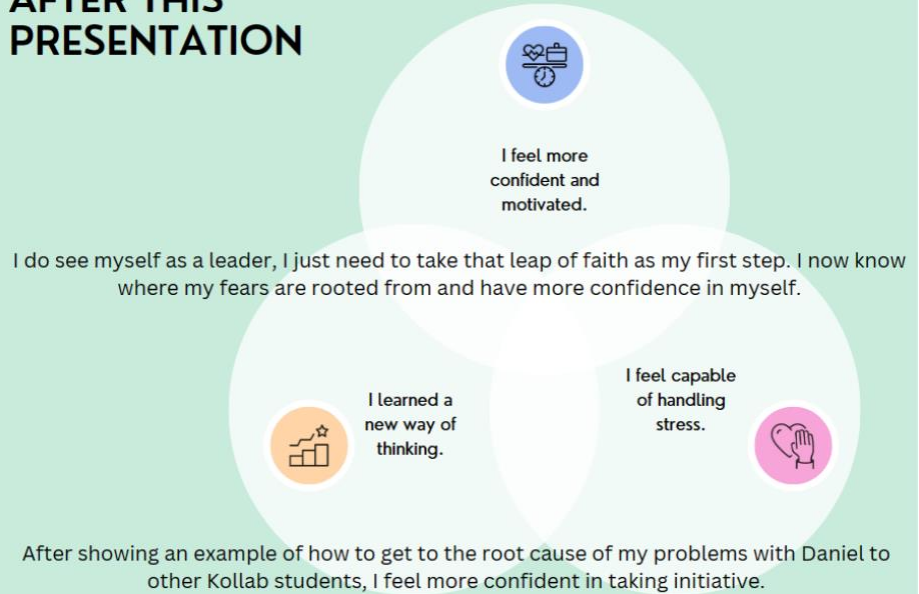
One of the most important skills I learned that takes to financially succeed is to budget responsibility.

You need really really good management skills. Definitely need organization and planning skills too.



Self Awareness: Daniel Puder, CEO/Founder of My Life My Power and Kollab Advisory Board member, presented GPS for Success where he relayed powerful tools in navigating daily adversities that all youths face and compeled youth in real time where they may find the confidence and courage to confront their own limitations.

AFTER THIS PRESENTATION



Responsible Citizenship: Monica Banken, Board of Supervisor Barger Deputy, and Dr. Ozzie Lopez, Director of College LA Promise Works, presented various careers in Civil Service where youths can explore various jobs/careers in the government sector.

CIVIC SERVICE PANEL PRESENTATION

I initially thought the jobs in the civil service industry were mainly public services and government-related jobs that required sitting behind a desk, but now I have more insight into related jobs.



What surprised me the most was that there is a big difference between the city and the county jobs.

I was surprised at how many employees the County and City of LA can employ and how many opportunities through internships I am available to be a part of.

INTERESTED IN BECOMING...

- Healthcare Professional
- Teacher
- HR Professional
- Firefighter
- Police Officer

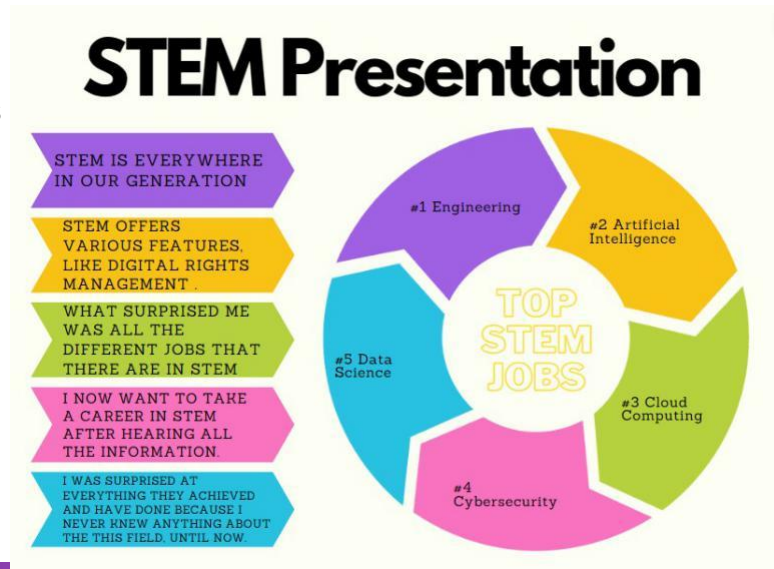


AFTER THIS PRESENTATION...

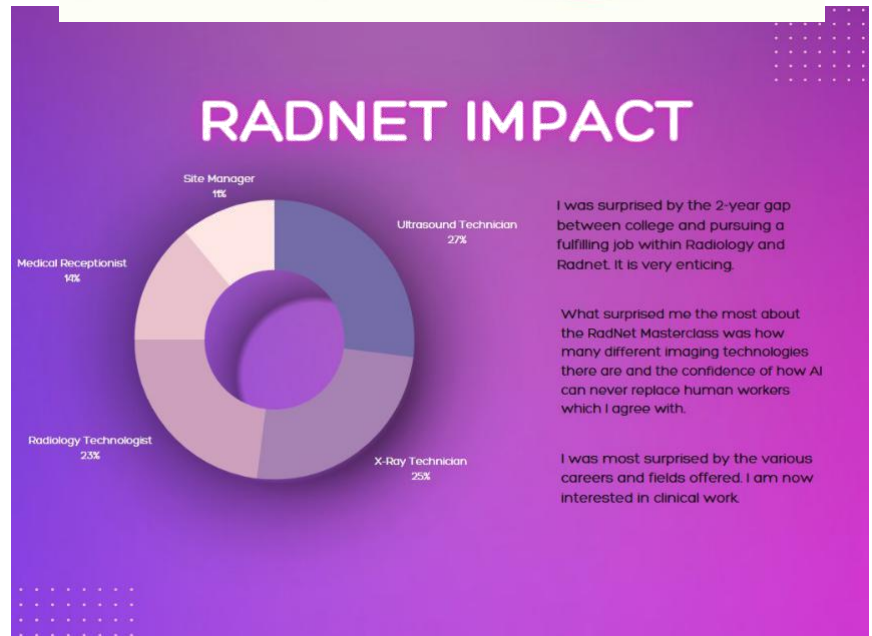


- 30% now know what civil service means
- 28% know the pathway to enter a job in the civil service
- 25% understand what careers exist in civil service
- 17% are ready to pursue a job in civil service

Divergent Thinking: Industry leaders from Engineering and Human Resources explored the world of Science, Technology, Engineering and Math careers where youths learned uncharted careers in STEM sectors.



Career Identification: RadNet, a leading national provider of freestanding, fixed-site diagnostic imaging services, explained how to work in Diagnostic Imaging Services and the various jobs/careers that are possible to explore.



Growth Mindset: Kollab Youth’s Advisory Board Member, William “Chip” Beaman, and his amazing colleagues exposed our youth to where some people are underrepresented, such as the Gaming Industry.



Team Work: Alaska Airlines, Hilton Hotels and Princess Cruise Lines connected their relationship dots in the Tour and Travel Industry, where youths can see the world, learn progressive skills and growth within cross industries.



Diversity: Kollab Youth's field trip at Compton Airport (CPM) with support from Alaska Airlines, provided career exploration in the Aviation Industry and the importance of diversity in the workplace.

"Diversifying our workforce are priorities for Alaska Airlines. For example, black female pilots make up only .5% of all pilots across the industry in 2022. We're working on changing that through opportunities like this partnership with Kollab Youth," said Ronald Limes, Alaska Airlines captain and chief pilot for Sea-Tac International Airport. "It's important for youth to see professionals who look like them in these roles so they know these careers are out there and they're attainable. Alaska is committed and excited to be a part of inspiring our next generation of aviation industry leaders." ABC7 News Story



Outcomes from 100 youth attendees:

- After attending the Airline Industry event, 84% of youth learned new career pathways.
- After attending the Airline Industry event, 83% of youth knew how to get started in aviation.
- After attending the Airline Industry event, 74% of youth were interested in a career in aviation.

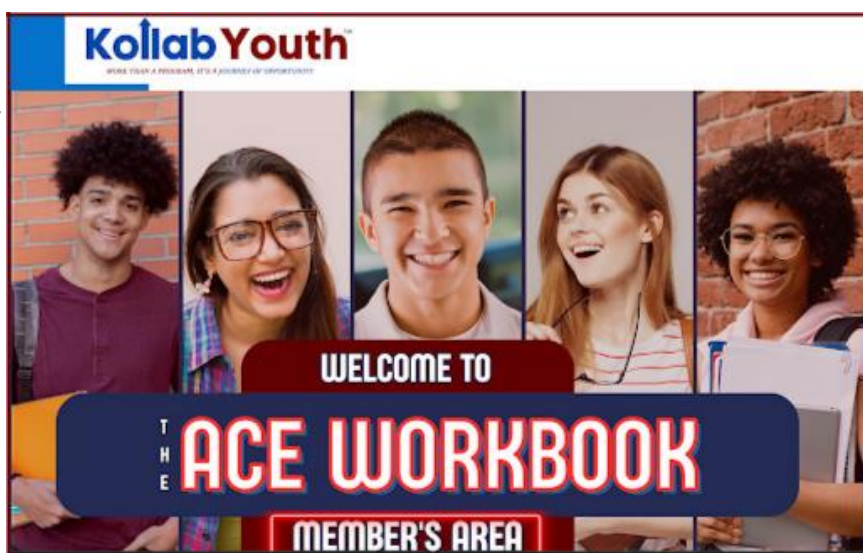
Mental Wellbeing: ABC 7, in Glendale CA, hosted 15 teens and provided a safe environment for



Kollab Kwiz: The Kollab Kwiz Strengths Assessment was designed and created specifically for The Kollab Youth Workforce & Career Development Program by RemotelyMe. By completing a short video storytelling survey, youth discover their personal strengths, weaknesses, attributes, tendencies, and more.



ACE (Advanced Career Education) Workbook: The online assignments are created to help youth discover their unique strengths, interests, and aspirations to build the skills they need for success. Students build the full range of skills they need for success in the classroom and beyond. We are building our evidence of accomplishment and progress towards personal and professional development and personal goals. The curriculum is created to demonstrate perseverance,



growth-over-time, and outcomes showcased through videos, reflections, audio, imagery, and reinforcing the soft skills they will learn prior to every Master Class.

Mentorship: Kollab Youth receive mentorship from industry experts and earn resume-worthy work experience through paid apprenticeships and internships connecting them with the future workforce and preparing them to compete in tomorrow's workplace. Remotely Me created a Mentor Platform where our Mentors can see their mentees profile, Kollab Kwiz results and playbook, and reach out to other mentors.

"The Kollab program has helped me in so many ways that I could have never imagined. I have received so much help from the mentors I had in Kollab. One of my mentors helped me apply to college and guided me through the whole process. Another mentor helped opened up my viewpoint on what it means to be a lawyer. Both of my mentors gave me many life tips, such as to always ask questions and never be afraid to express who I am. I'm very grateful to have received help from my mentors. Also, the Kollab program helped me gain more confidence through the master class sessions. I learned how to have a professional conversation with professionals in their field. Through gaining new skills and more confidence helped me land an internship at Councilwoman Monica Rodriguez Council District 7, Youth Council." Ava A, Boys & Girls Club of Burbank

Enrolled Youth in the Spring Cohort = 74

At conclusion of the Spring Cohort youths felt:

- 90.00% - I know how my strengths lead to job opportunities
- 85.00% - I know my strengths
- 85.00% - I know how I would use my strengths at work
- 85.00% - I know about different jobs that require my strengths
- 80.00%- I deepened my skills through this experience
- 75.00% - I built new skills for work
- 75.00% - This experience will shape my future
- 75.00% - I know how I can make a positive impact in my community
- 55.00% - I know how to tell others about my strengths

According to the Exit Survey, 35% of youth in the Spring Cohort were interested and applied for internship opportunities; 20% of youth were hired at:

- Kaiser
- Child Mind Institute - Youth Mental Health Academy
- Metal Toad
- Boys and Girls Club
- PAE Studios

80% of youth in the Spring Cohort are Juniors and will be Seniors in the fall*

20% of youth are college bound* and have applied to: UC Davis, UC Irvine, Otis College of Art and Design, Columbia College Chicago, Woodbury University, Columbia College of Art and Design, USC, Rio Hondo College, and Cal Poly Pomona.

Kollab Youth monitors and tracks all our youth regarding jobs, college or trade pursuits.

Scholarships and Funding Support

- \$350.00 were awarded to 14 youth for great participation in the masterclasses
- \$1,200.00 were awarded to 5 youth for the Spring Cohort Scholarship.

Pathways to achieving scholarships included:

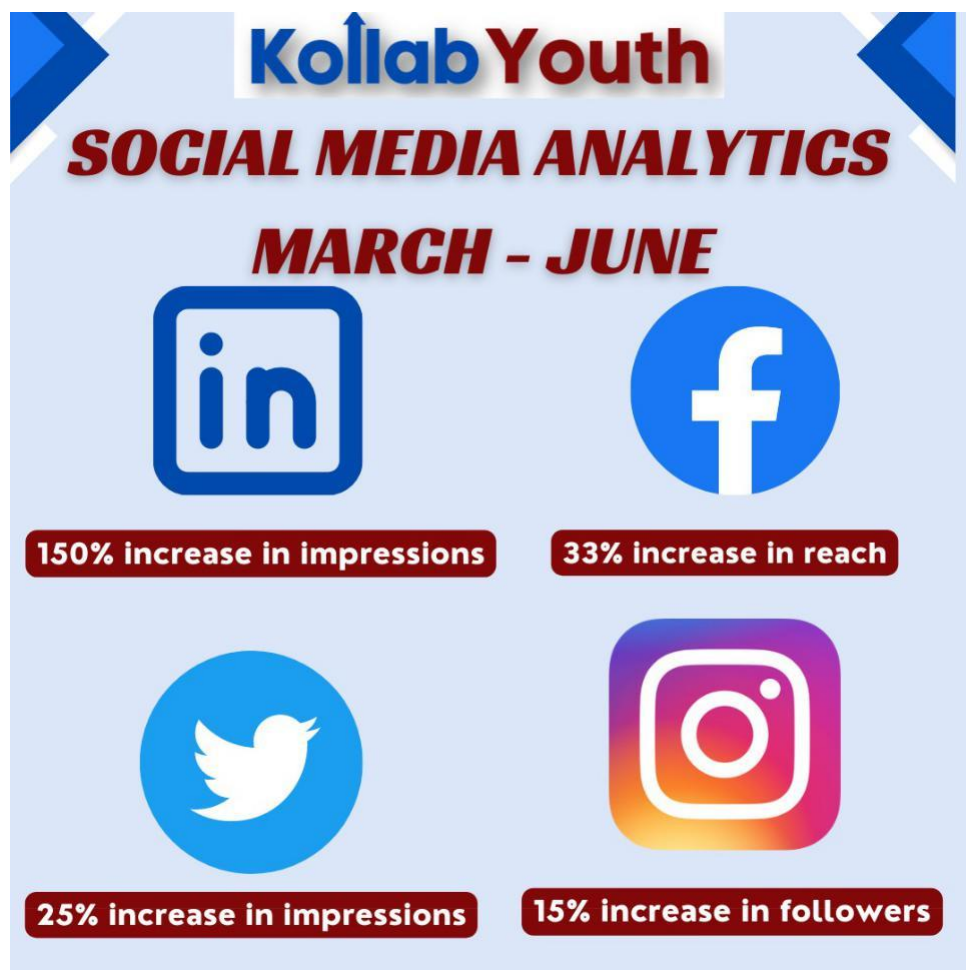
- MasterClass & Kollab Konnection Attendance, Engagement, & Participation
- Teen Summit In-Person Event Attendance and Participation
- Youth Leadership Session Engagement
- Spring Cohort ACE Workbook Completion ●
- Survey Participation ●
- Engagement with a Mentor Kollab Youth

Kollab Youth also provides funding to our Boys & Girls Club partners to help facilitate the Kollab Youth Workforce Development Program at their Club site and offset costs they incur to support their youth taking part in each Cohort. Many clubs also use the funding to incentivize their youth participants to complete the Program and achieve the necessary requirement for certifications.

Testimonials by Scholarship Winners

- [Natalee Campos](#)
- [Leslie A](#)
- [Additional testimonials](#)

Social Media



PARTNERS AND SUPPORTERS

make Kollab Youth possible!



CONCLUSION

Kollab Youth focuses on positively impacting the communities we serve through including the entire family to uplift and provide resources for economic mobility. We engage families in meaningful and culturally appropriate ways, and families take the initiative to actively support their children's development and learning which ultimately improves the youth's outcomes in terms of personal and professional development.

This cohort built a foundation in networking, team work, and activation in preparing for higher education, internships, and apprenticeships. We anticipate our summer cohort to have even more opportunities for youth and more outcomes for them to realize their full potential. We will work towards continuing the educational and personal growth momentum while they are out of school.

We have great appreciation for our sponsors and partners as we 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.



In addition, we added a tagline to our logo (pictured above). This was inspired by one of our students during a group call. She was reflecting on her experience with Kollab, and very eloquently wrapped up our mission by saying what you see below the logo.