



Kollab Youth

Winter Cohort 2023 Impact Report

Executive Summary

The Kollab Youth Workforce Development Program, an award winning 501(c)(3), is for middle and high school students and helps them explore career opportunities in business, STEAM, and other emerging 21st century careers that are high growth and high wage jobs. Kollab Youth receive mentorship from industry leaders and experts and earn resume-worthy work experience through paid apprenticeships and internships connecting them with the future workforce and are prepared to compete in tomorrow's workplace.

Kollab Youth ensures our next generation of Los Angeles County and Southern California business leaders have the skills and knowledge they need to contribute to the global economy. Cultivating resourcefulness as a skill prepares young people for jobs that may not yet exist. In fact, the more resourceful they are, the more likely this next generation will be able to create their own jobs. The companies that will be born from their ideas will create jobs for others, further empowering their community.

Mentorship is a significant part of the personal and professional journey for our youth. Meeting just three to four hours per month with their youth, mentors bring enthusiasm, kindness, an open mind, consistency, and a can-do attitude. Mentors are over 21 years of age, receive a Kollab based orientation and background check, and provide the Kollab student with a deeper dive into the weekly cohort sessions. The relationships established between mentors and students can last a lifetime.

The goal of the Kollab Youth Workforce Development Program is to expand beyond its current footprint to include workforce development and empowerment for underserved communities throughout Southern California with the possibility of creating satellite programs in Northern California.

Working with municipalities and partnering with other organizations that work with underserved youth in underrepresented communities, the Kollab program will be the next link for our youth to get hired in fulfilling careers with financial and educational tools they will bring back to their communities to pay it forward. We open the door to opportunity with technology training and tools that transform underserved teens from consumers to creators – 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 has demonstrated its program to be a life-changing approach to development. It has been carefully curated and shaped by a team of individuals representing the county, hi-tech firms, C-Suite executives, and educators. Our commitment is to achieve record success for our high potential low resource youth.

Kollab is a registered pre-apprentice program with the State of California.

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Kollab Youth participants also have the option to receive high school credit for completing the program.

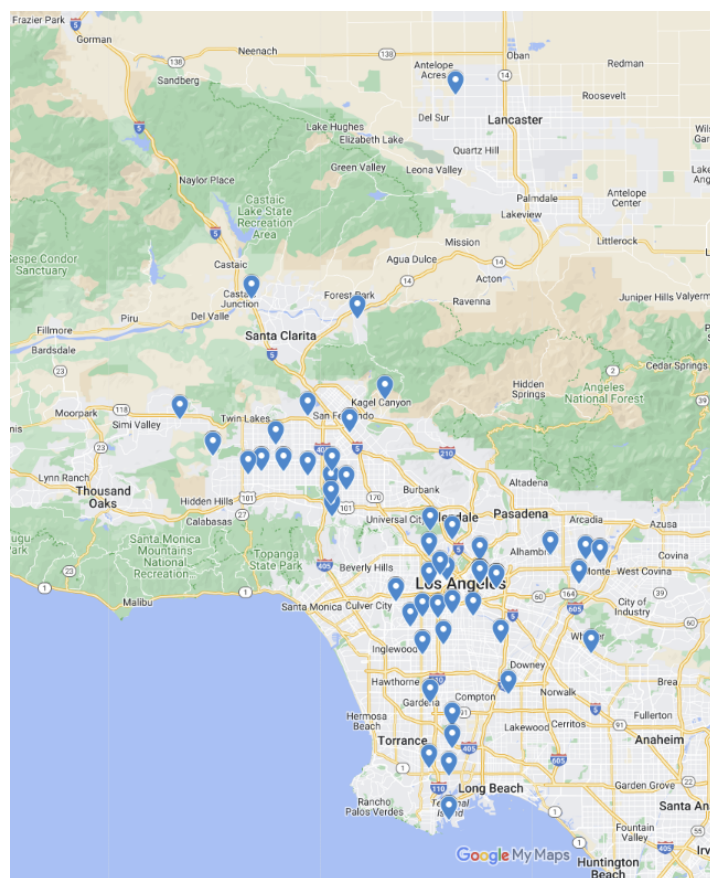
Demographics

Workplace cultures that are strong in diversity, inclusion, and belonging have been linked to increased organizational productivity. Our program is focused on under-resourced youth to have access and opportunity for youth to excel in their life, school, and career.

Our steadfast and longstanding commitment has strengthened our program that exposes youth to an expansive list of careers, helps build resumes, develops job interview skills, and teaches financial literacy.

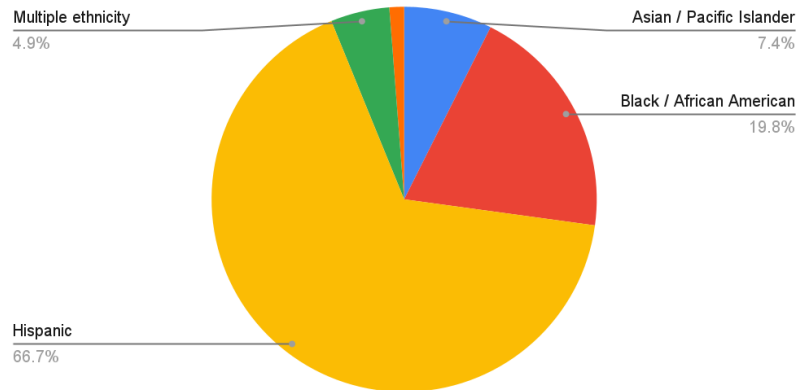
We are constantly innovating the education to career experience to strengthen economic development and student success in under-invested communities. Supporting and advancing career-connected learning and preparing the future workforce as we are a community champion for diversity, equity, and inclusion that work to break down barriers and lift people out of poverty.

We are expanding in the underserved communities of Antelope Valley and Inland Empire, developing community partnerships as well as recruiting at career fairs, community events, and presentations at High Schools and Youth Service agencies. 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 that are part of the foster care system, providing access to our tremendous career resources.



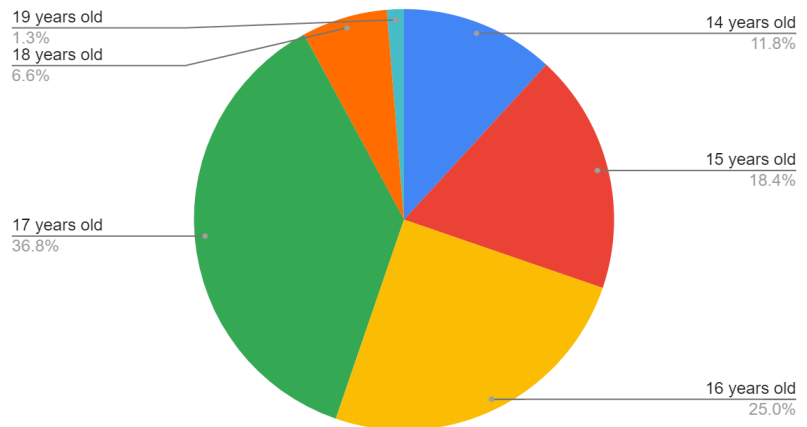
The winter session had a 9% increase in Black/African American teens.

Winter 2023 - Ethnicity



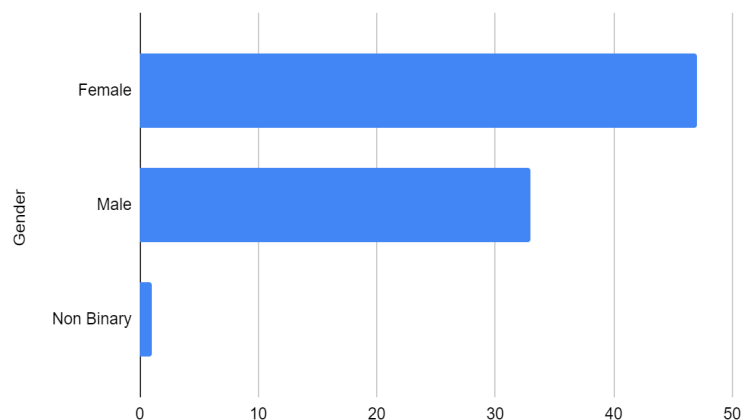
The largest group of teens are 16 years olds and 17 year olds.

Winter 2023 - Age



The largest group of teens from the winter session identified as female at 58%

Gender



Masterclass Highlights

T-Mobile Career Panel

HOW TO WORK FOR T-MOBILE

Panelist



Lacey Craig
Sr. Program Manager,
Military & Diversity
Recruiting

Panelist



Claudia L. Gordon
Sr. Accessibility
Strategy Partner -
OE & I

Panelist



Rodrigo de la Rosa
Sr. Manager, Siting
Advocacy
Regional Network
Engineering & Operations

Moderator



Teela Allen
Founder and CEO of
Reign In US
"Understanding Self"

"I love the diversity and inclusivity culture of the T-Mobile company. It means a lot being able to hear about the complex experiences and cultures that the company brings in and empowers." - Halee S.

"The T-Mobile company culture means kindness and welcomeness to me. It means a lot to me because the way panelists shared their experiences and journeys really showed how much they relate to others"

"Two of the biggest takeaways are that as long as you are resilient and you can keep pushing yourself, you can create yourself a position and create networks to help you further." - Haruki Y.

Target Career Panel





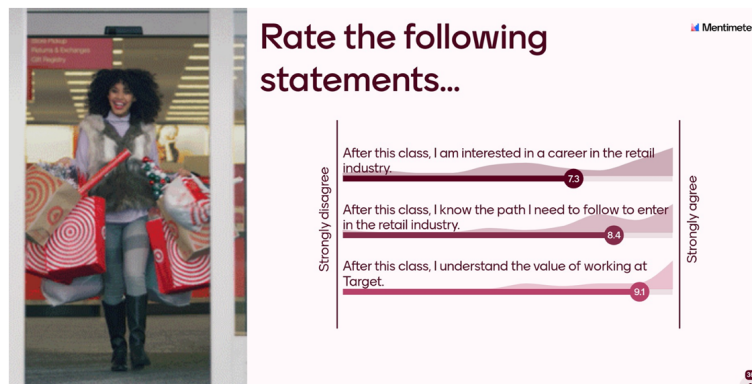
STEPHANIE MEDINA
Target Store
Director



RYAN WARREN
Target HR Executive
Team Leader

"Target is a retail company that values its members by providing them with many opportunities such as a free college education, advancement opportunities, and a nice environment." - Larry La

"Target's culture revolves around making sure every employee feels more than a worker and strives to succeed in a proper professional development friendly work" - Deana



KOLLAB YOUTH PRESENTS

Construction Career Panel





Stephanie Sampson
Parsons Corporation



Pamela Penn
PDA Consulting Group



Raygena Smith - Winfrey
LINXS (LAX Integrated Express Solutions)

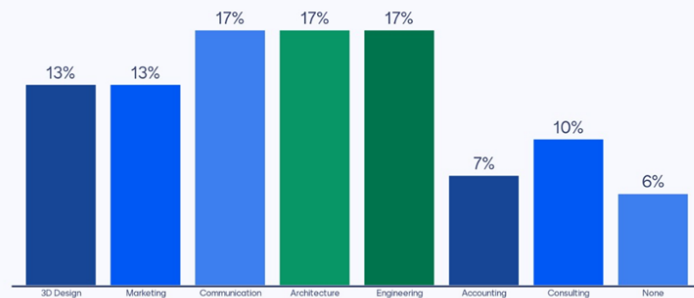
"Women are powerful! And public speaking is so important and there are so many opportunities you should take and try out and may find something that you didn't know you were interested in. I say that because I'm interested in a new career path." Nelly F.

"I will remember that research and time management are key and very important." Fernanda P.

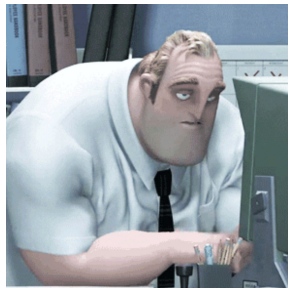
"One key take-away from this class was that networking is important when pursuing jobs." Leslie L.



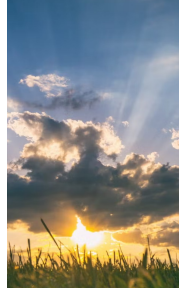
After this class, I am interested in the following careers in construction. 



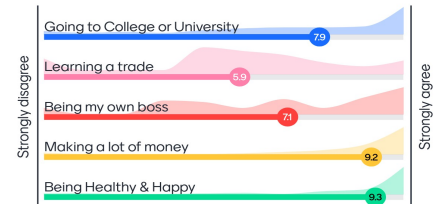
Outcomes on Surveys



What job do you consider a good career?

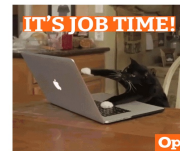
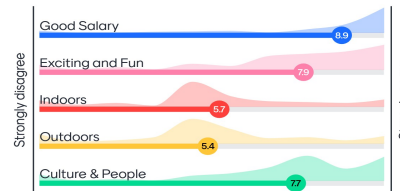


What is important to you?

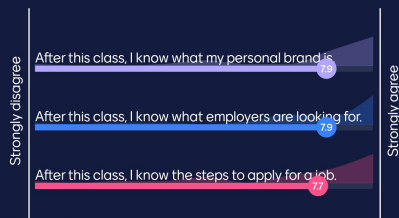


What is a soft skill?

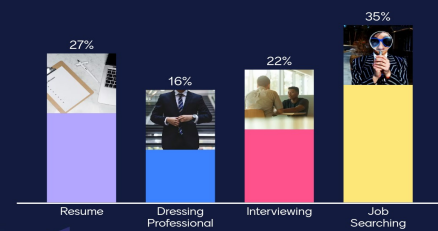
Rate the importance of a job



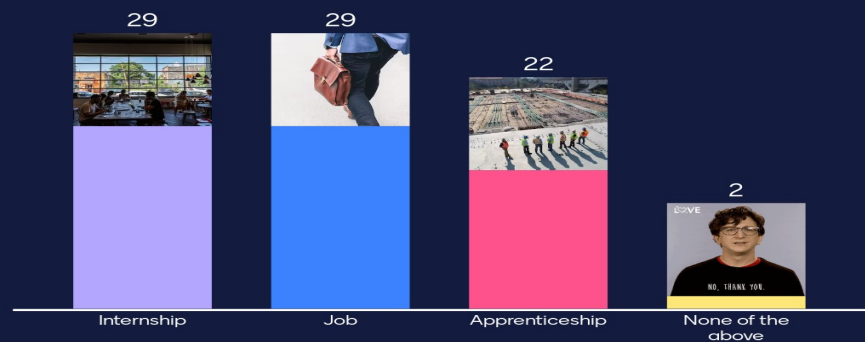
Rate the following statements...



What you need help in?



Are you interested in the following...



Kollab Kwiz

The KollabKwiz was designed and created specifically for The Kollab Youth Workforce & Career Development Program. By completing a short quiz, youth discover their personal strengths, weaknesses, attributes, tendencies, and more.

Industries Covered

Mental Health, Life Coaching, Finance, Entertainment, Sports Broadcasting, Los Angeles Department of Water & Power, Gaming, Psychology, Writing, Consulting, Telecom, Retail, Construction, Storytelling, and more!

Soft Skills

Soft skills help build relationships and solve problems so youth can make positive contributions to their family, team, and company. 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.

A few of the soft skills

Accountability

Adaptability

Collaboration

Commitment

Communication

Creative problem solving

Creativity

Critical thinking

Dependability

Empathy

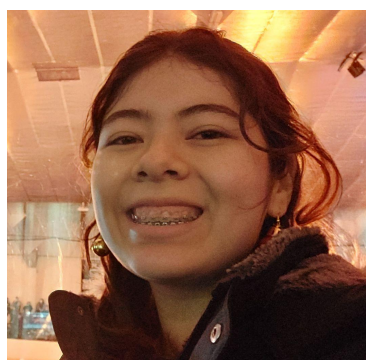
Testimonials

Part of the Kollab Youth program is the power of self-discovery in preparing students for success.

"Joining Kollab Youth's Workforce Development Program has been an amazing experience that has broadened my knowledge in many aspects and served me well in my developing adult mind. Kollab's Masterclasses and Kollab Konnection sessions exposed me to various careers I had never before known about. Many of the panelists shared impactful and intriguing knowledge that has guided growth and thriving to my personal life. My greatest takeaways from the program were Mr. Daniel Puder's GPS for Success Masterclass, Dr. Summer Wayan's advice for perseverance, and Mr. Jorge Marquez's Kollab Konnection session for polishing your resume and personal brand. I am grateful for my mentor who has helped me expand my network, build resume skills, encouraging me to take action and develop a plan to pursue a job based on my interests, and overall being an outstanding role model I value. Throughout the program I have learned in depth about soft skills and how to apply them to your professional work life which is a must to succeed in your workplace. I hadn't before experienced being in such a positive and motivating environment. "



- Leslie A., Kollab Youth Student



"Although I came into this program for the first time, I thought that it was a pleasant experience for myself. From each meeting, I learned more about careers and my future because of Kollab's interest in helping the youth. I never would have thought to enjoy zoom meetings again, but Kollab has taught me how to network, prepare for job interviews and so much more. I am also thankful for this opportunity as a first-generation student because of the limited knowledge my parents gave about careers in America. I strongly encourage any student who wants to learn more about

their interests or about jobs to join Kollab for a fun and learning experience."

- Fernanda P., Kollab Youth Student



"My experiences in the program have been wonderful! My mentor provided me with several animal shelters where I can get hands-on experience working with animals for my future goal to become a veterinarian and I am excited to start working during the summertime. I also found ways to improve my speaking when being interviewed during the Masterclasses."

- Jayla B.

"When I heard about the Kollab Youth Mentorship program, I directly signed up for the winter season. I really enjoyed the engagement with my mentee and not only shared my experience but also learned from the mentee about their views and their problems. In my view we educate our youth in a lot of subjects, but I feel we are missing the chance to ensure that our youth are learning from their experiences (good and bad), that the former generation has made. Having a mentor helps to reflect on our own behavior and get feedback and new input. I have already signed up for the next season and will share it with my colleagues as we have more people interested in signing up for the new season as mentors,



Cisco is now a proud education partner with Kollab Youth and hope we can jointly make a bigger impact for the youth in LA."

- Andreas Frischhut, Cisco, Client Executive

Sponsors

PARTNERS AND SUPPORTERS

make Kollab Youth possible!



How to get involved?

- [Become a Mentor](#)
- [Become a Sponsor](#)
- [Host an Event](#)
- [Program Participation Opportunities](#)

In-Person Events & Special Sessions

While we all love Zoom, nothing compares to in-person conversations with people you might never meet otherwise. Kollab Youth provides opportunities for youth to attend in-person learning sessions and field trips so that they can bond and make friends from other areas of the county while learning and having fun!

We encourage youth to practice what they have learned in these in-person opportunities.

The winter session featured events and special sessions like

- Teen Summit 2023 - [Click here view a recap video.](#)
- Show a Real Estate Agent for a Day, an in-person event.
- College tour of Otis College of Art and Design. [Click here view a video.](#)
- Social Media Workshop featuring Kollab's Sofia Votava.



Outcomes and Job Placement Highlights

Ashley A. - Program Worker at LA's Best (Winter 2023)

Fernanda P. - Applied for Internship at Kaiser Permanente (Winter 2023)

Halee S. - Applied for Internship at The Getty Museum (Winter 2023)

Diego G. - Cashier at Pollo Loco (Kollab Alumni)

Natalie S. - NSF REU research position (Kollab Alumni)

Miles P. - Former Members of Congress Intern at Former Members of Congress (FMC) (Kollab Alumni)

CERTIFICATIONS

Larry L. - Amazon Web Services (AWS) • Python (Programming Language) • Leadership • Problem Solving • Hardware / Software

Evan M. - LADWP Certification

An Ecosystem of Kollab Parent/Guardian Outreach

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 initiative to actively support their children's development and learning which ultimately improves the youth's outcomes in terms of personal and professional development.



Finance

Over 80 Kollab Youth received nearly \$10,000 in Scholarships & Devices during the 2023 Winter Cohort and in-person Teen Summit Event.



Pathways to achieving scholarships included:

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

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 certification.

New Partnerships

As of the winter session, our new partnerships include..

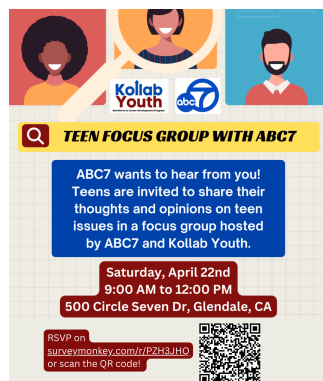


What's Next!

Kollab Youth's Spring Session

Kollab Youth's Spring Session begins Wednesday, April 17 and concludes Friday, May 26th, which will be a six week program. The spring session will be Kollab Youth's 12th cohort to date. Industries covered for the spring program range from

- Healthcare
- Infrastructure
- Trade and logistics
- Transportation and warehousing
- Advanced manufacturing
- Entertainment and creative arts
- Informational technology
- Hospitality and more!



Teen Focus Group at ABC7 on April 22nd

ABC7 had our Kollab Youth share their thoughts and opinions on Teen issues at ABC7 Los Angeles Studios in Glendale, CA. Youth were also given a tour of the ABC7 Studio and learned about various jobs.

LinkedIn Special Virtual Session on June 1st

Learn why making a LinkedIn account and profile can help you get into College, get hired for a Job, and help you Network for your Future!



Grammy Museum Field Trip

Kollab Youth is hosting an in-person field trip to the Grammy Museum on Saturday, June 10th, 2023. It will be an amazing and unique experience that will expose teens to the music industry, allow them to make new friends, and help map pathways to success in their own life! The field trip will feature amazing panelists, a tour of the Grammy Museum, and awesome prizes.



GPS for Success Event

The Kollab Youth Workforce Development Program Spring Cohort will include a special in-person event called GPS for Success on Saturday, June 24th, 2023. The event will be hosted by Daniel Puder, known as the Tony Robbins for teens. This is a one-day leadership retreat for youth where they learn about self-esteem building, bullying prevention and intervention, and other crucial life skills.

Contact Information

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