



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

SUMMER 2023 IMPACT REPORT

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Our Vision | We believe every student should have equal access to education, experiences and career opportunities that will help them reach their full potential. Kollab Youth's 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 middle and 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 the future workforce and preparing them to compete in tomorrow's workplace.

About Kollab Youth's Summer Cohort

This impact report demonstrates how our summer cohort had great participation and outcomes. 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. From aiding work-based learning students in interview preparation and meaningful placements to building comprehensive portfolios on their LinkedIn sites. 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.

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.

In the past 6 months, our program has continued to thrive and impact not just our students, but their communities as well. Our steadfast commitment to our unique and impactful program exposes youth to an expansive list of careers, helps build resumes, develop job interview skills, and teaches financial literacy, and 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.

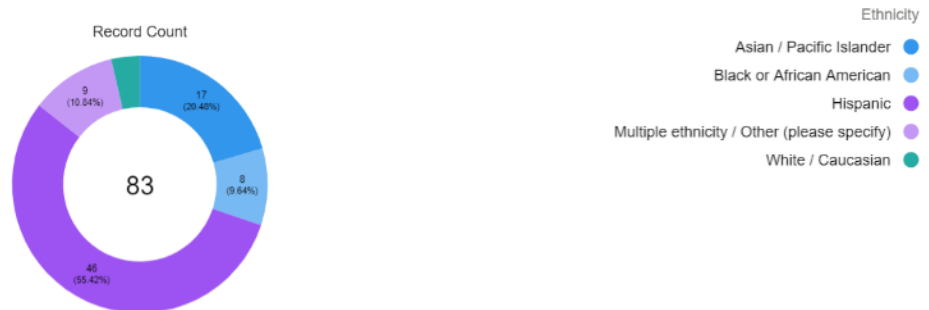
Our continued goal is to continue to be a community champion for diversity, equity, and inclusion efforts that work to break down barriers and lift people out of poverty through economic and income mobility. Our summer cohort was 6 weeks long and we had 82 youth in the program, which is a 20% increase since our spring cohort. We have 5 youths who applied and were accepted for the USC Pathways program. The K-16 Pathways Program branch strives to inspire and guide students to attain their future careers by exposing them to opportunities and resources in the healthcare field.



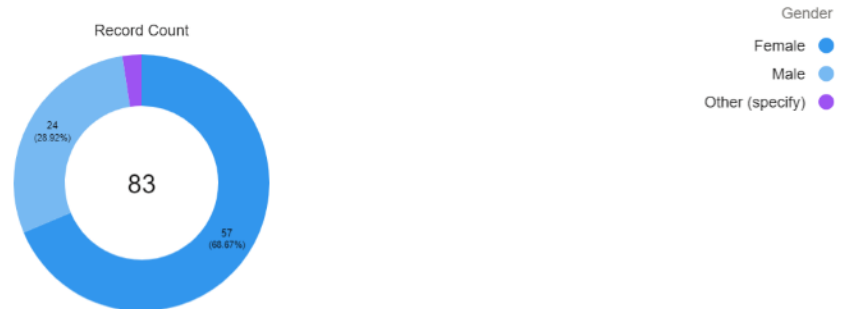
DEMOGRAPHICS

A diverse workforce, in terms of age, race, religion, nationality, gender, gender identity, and national origin 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 summer 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.

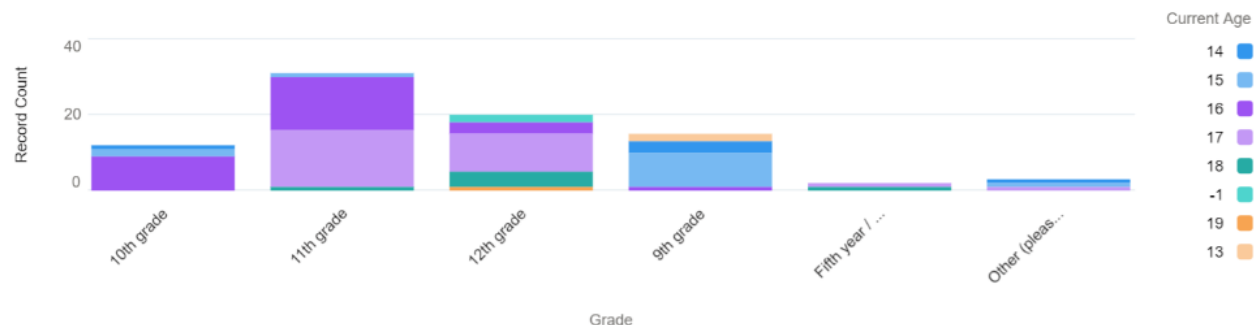
Youth Cohort Insights - Ethnicity



Youth Cohort Insights - Gender



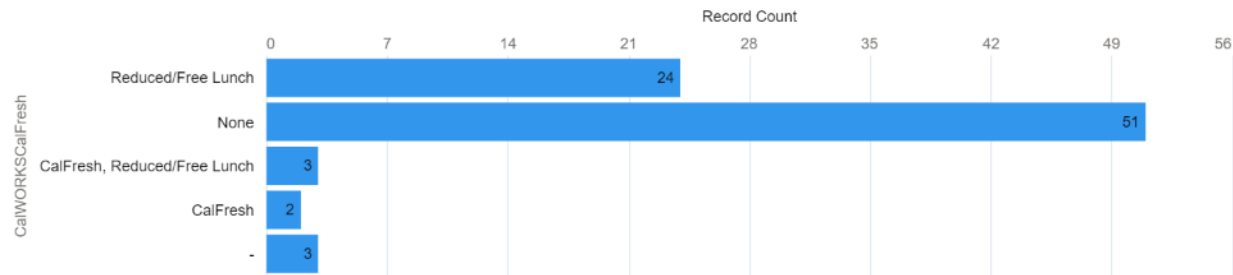
Youth Cohort Insights - Grade & Age



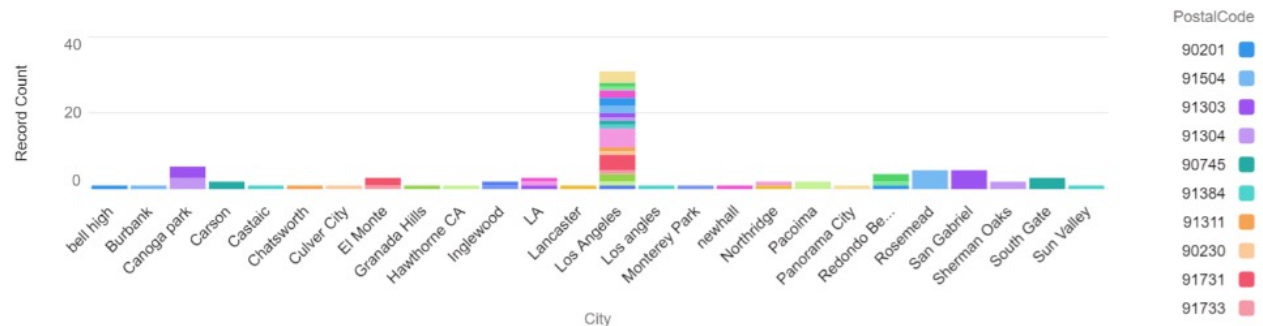
Youth Cohort Insights - Parent Income



Youth Cohort Insights - CalFresh/CalWork



Youth Cohort Insights - City & Zip Code



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.

"Kollab Youth teaches valuable lessons that range from life advice, to self-improvement, and motivation to finish short or long term goals. Overall, it stresses the importance of hard work as well as passion for pursuing future careers and constant improvement within yourself. Kollab Youth allows you to explore different industries or careers that you probably haven't considered and invites professionals to explain their pathway or journey to get where they are today. Kollab Youth was a fun learning experience and continues to prove itself to be, by providing multiple opportunities to connect with professionals, explore different careers, field trips to work places, and many more. Thank you, Kollab Youth!" - Alexandra Luisse B

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 we are focused on recruiting African American youth and our new partnerships with DCSF and other foster youth non-profits will assist us with outreach, recruiting, and education. (Source DCSF, Los Angeles County). We are striving to build community through relationships that create a mutually beneficial outcome for all.

LEADERSHIP DEVELOPMENT | Many youths 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.

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 experience has been incredibly beneficial for me. Through Kollab's leadership council, I've been able to voice my opinion, improve my public speaking skills, and connect with new people. It's been an amazing experience, gaining a set of skills such as communication, leadership, and growth mindset. The quote on networking, "Your network will determine your net worth," has deeply impacted me and serves as a constant source of motivation. I'm looking forward to exploring new opportunities and the valuable lessons I'll gain from Kollab's future masterclasses." – Leslie L

Youth receive first-hand experience presenting in front of their peers giving them the opportunity to discover and redesign the limiting beliefs they may have about themselves. It's these self-imposed limitations that keep them from fully achieving their maximum capabilities. 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.

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.

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. According to a study by LinkedIn, 92% of talent professionals believe that soft skills are just as important, if not more important, than hard skills.

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.

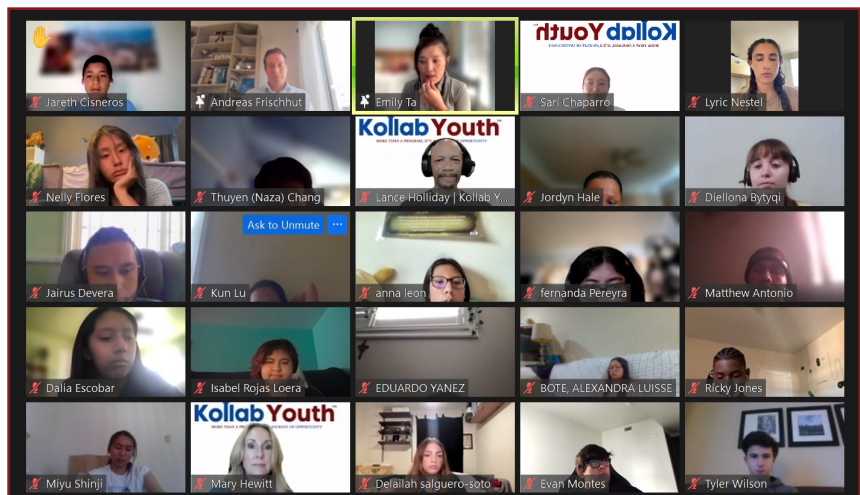
Financial Literacy: Wells Fargo Bank, Kollab Youth's Premier Sponsor, introduced the importance of saving as well as positive financial knowledge, skills, habits, and attitudes about money. The Master Class offered the unbanked youths the opportunity to open an account and become financially savvy.



“As a financial coach for Operation HOPE, my primary goal is to empower and educate youth and their families in financial matters. I have partnered with Kollab Youth to make a positive difference by equipping the youth and their families with the necessary knowledge and skills to make informed financial decisions. By providing financial education, I aim to help them break the cycle of financial insecurity and build a strong foundation for a brighter future. In partnership with Kollab Youth we host special sessions and Masterclasses where the youth and their families are invited to learn about credit and money management. The participating students are awarded a Certificate of Participation, so they are able to add to their professional portfolios.” - Alejandra Lozano, Financial Wellness Coach Credit for Operation Hope

STEM: Cisco Networking Academy, an official Kollab Youth partner, provided our youth with STEM certification opportunities and information on pathways to technology careers.

"Last year I moved over to LA from Switzerland with Cisco to lead the LA County team. As Cisco's purpose is: To empower an inclusive future for ALL. Thanks to my friend Deane Leavenworth I was introduced to Mary Hewitt from Kollab Youth. After several conversations we discussed how we can join forces to make a bigger impact for the Youth of LA. As I heard about the Mentorship program, I directly signed up for the winter season. I really enjoyed the engagement with my mentee and not only share my experience but also learn from the mentee about their views and their problems. In my view we education our youth in a lot of subjects but I feel we are missing to ensure that our youth is learning from the 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 shared it with my colleagues and we have more people interested signing up for the new season as mentors." - Andreas Frischhut, Cisco Client Services

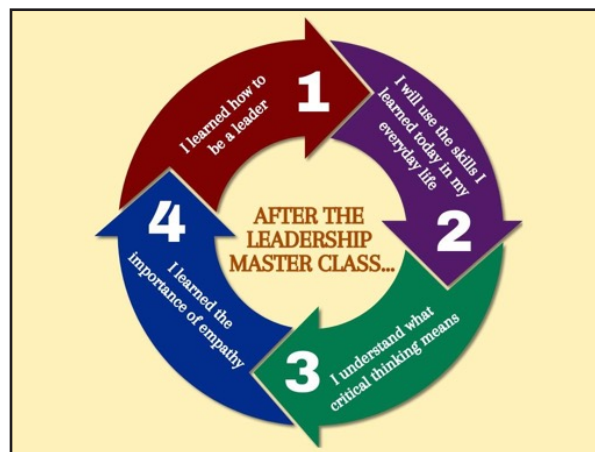


Divergent Thinking: Industry leaders from Engineering and Human Resources explored the world of Science, Technology, Engineering and Math careers where youths learned uncharted careers in STEM sectors.

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 youth can see the world, learn progressive skills and growth within cross industries.

Leadership Skills | Leadership skills are a foundational guiding principle. Whether life after high school involves a career or college first, teens who have practiced leadership skills will be better prepared and equipped for the future. They inspire other teens to be leaders.

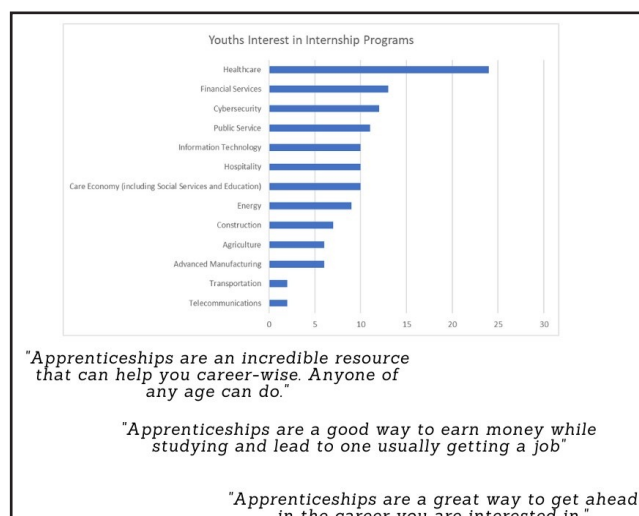


Youth were fortunate to hear from an expert panel on the various job opportunities in the trades and many were inspired to learn how to break into the industry. Here are a few reasons why to get into the industry.

- You get practical experience. ...
- You improve your skills. ...
- You get paid. ...
- You finish without debt.
- You can get certified. ...
- There are many careers to choose from. ...

"I want to take this opportunity to THANK YOU for all aspects of the workshop yesterday. The Kollab staff did an outstanding job in prep and execution. The panelists were exactly what the young people needed to hear without being preachy. I have "CC" their respective training Directors, so that, they may include this email at the next committee meeting as recognition of your efforts. On behalf of the State of CA and DAS"

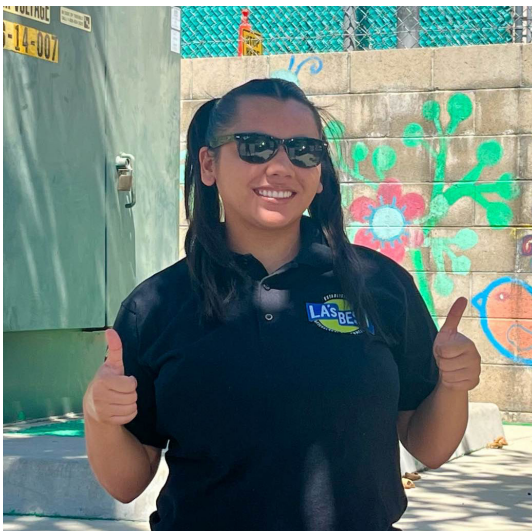
- Victor R., State of CA/DIR/Division of Apprenticeship Standards (DAS)



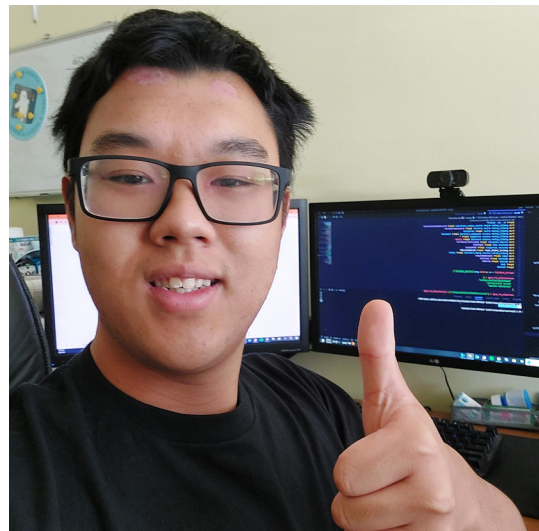
YOUTH OUTCOMES

Highlights of where our youth have landed paid internships or jobs

- The Getty
- Chipotle
- Lifeguards
- "Pipeline K-16" program
- Youth Mental Health Academy
- DIR office of the State of California
- Pollo Loco
- Former Members of Congress
- Rwanda (Research) National Science Foundation
- Kaiser Permanente
- Johnny Rockets
- Metal Toad
- Metro LA
- LA's Best
- PAE Studios
- Dorsey Studios
- Port of LA
- A & M Law Firm



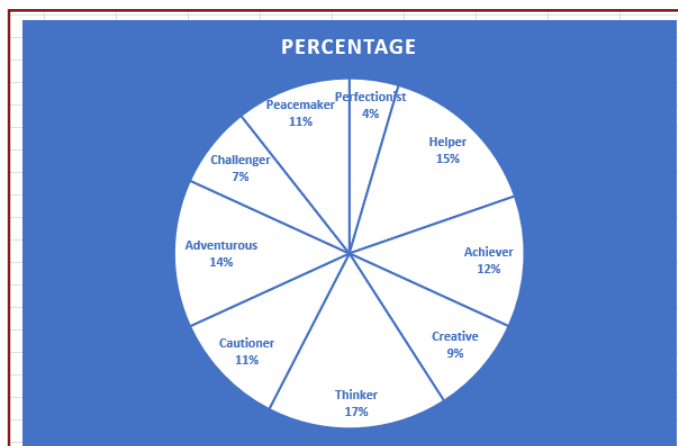
Ashley A | Program Coordinator, LA's Best
Afterschool program (LAUSD)



Larry L. | Software Engineering
Intern Metal Toad

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. Youth find out what jobs utilize their talents, interests and strengths.

Below is a breakdown of how our youth in the summer cohort fell in the categories. This information is key for youth to discover the myriad of jobs they would do well in and how to build out their future to achieve their dreams. We had a 92% completion rate of youth taking the Kollab Kwiz. Our strengths reflect inherent potentials that can help us achieve goals across our personal and professional lives. They define who we are and form a key part of what makes each of us unique. According to research, there are myriad benefits to understanding one's inherent strengths, ranging from increased work performance to greater life satisfaction and well-being.



ACE (Advanced Career Education) Workbook: The online assignments are created to build skills the youth need for success. The curriculum is created to demonstrate perseverance, growth over time, and outcomes showcased through videos, reflections, audio, and imagery reinforcing the soft skills they will learn prior to every Master Class. We provide an intellectually engaging curriculum that is challenging and connected to real-world issues supporting in-depth reflection and engagement while providing better support for postsecondary education and workforce.

Mentorship: Kollab Youth receive mentorship from industry experts and earn resume-worthy work experience through paid apprenticeships and internships, connecting them to and preparing them for the future workforce. Remotely Me created a Mentor Platform where our Mentors can see their mentees' profiles, Kollab Kwiz results, and playbook.

"Kollab Kwiz allowed me to get to know my mentee's personality attributes, strengths and weaknesses before I met her, which helped me in developing an effective approach when mentoring my mentee." - Amy K, Lecturer of Finance, Department of Finance, College of Business Administration, LMU

Grammy Museum Field Trip: On June 10, 2023, Kollab Youth hosted a special field trip to the Grammy Museum for youth to become educated and inspired about careers in the music industry! Teens got the inside scoop on the music industry with a panel by Mellow Man Ace and Presley Aronson. Mellow Man Ace was the first Latino artist to have a hit bilingual single, and has been called “The Godfather of Latin Rap.” Presley Aronson is a country music artist, singer-songwriter, dancer, guitarist, pianist, and drummer.

Schyler O’Neal, Manager of Education and Community Engagement at the Grammy Museum, hosted a music workshop for teens to make their own beat and get a taste for music production! Teens toured the 4 floors of the museum with exhibits like “The Power of Song: A Songwriters Hall of Fame Exhibit” and “Shakira, Shakira: The GRAMMY Museum Experience.”



GPS For Success Event - Kollab Youth was excited to partner with ABC7 and author, speaker, CEO, and retired MMA fighter Daniel Puder for our GPS for Success Event on Saturday, June 24, 2023. GPS for Success was a day-long event, designed by Puder and led by him and Diana Pinto. Tens of thousands of kids and adults have participated in various GPS for Success events through the years. The event was a chance for Kollab students and families, and local Los Angeles teens ages 14 – 19, to come together for a workshop on identifying strengths, planning for their futures, and creating positive mindsets.

Self-Awareness: Daniel Puder, CEO/Founder of My Life My Power and Kollab Advisory Board member relayed powerful tools in navigating daily adversities and helped youth identify confidence and courage to confront their own limitations.



Hyperion Field Trip/Beach Clean Up - Kollab Youth hosted a field trip to the Hyperion on Tuesday, July 22, 2023. Youth were fortunate to hear about Civil Engineering at the Water Resources Division at the Los Angeles Department of Water and Power. The youth learned first-hand about Operation NEXT an exciting initiative for the City of Los Angeles that aims to maximize beneficial reuse of recycled water out of the Hyperion Water Reclamation Plant. The field trip was followed by a beach clean-up with Heal the Bay and received a community service certificate.



Presley's Backyard Concert - Entertainer, singer, and actor, Presley Aronson, a BIG Kollab Youth supporter invited our youth for his concert in July at Toyota Arena in Ontario on Thursday, July 27, 2023. Presley has participated in numerous Teen Summits, and our Master Classes on bullying and the Music industry.



SCHOLARSHIPS

We encourage access to higher education, certifications and saving money. Kollab provides scholarships based on successful completion of the program to youth who have demonstrated grit, heart, and purpose. 40 out of 82 completed the program successfully at 85% or more gaining a certificate of completion from Kollab Youth.

Approx. \$4,000.00 for learning incentives and scholarships were given to our members.

Pathways to achieving scholarships included:

- Master Class Attendance, Engagement, & Participation
- Youth Leadership Session Engagement
- Summer Cohort ACE Workbook Completion
- Survey Participation
- Engagement with a Mentor

Kollab Youth also provides funding to our Boys & Girls Club partners to help facilitate our program at their Club site. This offsets costs they incur to support youth taking part in each Cohort. Many Clubs also use the funding to incentivise their youth participants to complete the Program and achieve the necessary requirements for certifications.

In the past six months, we have given **\$102,264** to the following Clubs with participating youth.

- Antelope Valley Boys & Girls Club
- Boys & Girls Club of Burbank and Greater East Valley
- Boys & Girls Club of San Fernando Valley
- Boys & Girls Club of Carson
- Boys & Girls Clubs of Santa Clarita Valley
- Boys & Girls Clubs of the West Valley
- Variety Boys & Girls Club

Testimonials by Scholarship Winners: <https://kollabyouth.org/testimonials-1>



"Kollab Youth is not your typical youth program. It is an intense catalyst which has sparked the imagination of hundreds of youth by combining mentorship, guided curiosity through mini-masterclasses taught by subject matter experts, and fun online knowledge checks and personal inventories that help young people understand their strengths and areas of potential growth. Kollab Youth also provides young people with a community that cares about them now and in the future. It has been a gift to see how Kollab Youth has helped young people transform into confident and hopeful young adults despite the harsh realities that resulted from the COVID-19 pandemic. Kollab Youth thrive!" - Martiza Dubie-Urbe, Kollab Advisory Board Member

Our social media was used to recruit youth to our program for this year. Kollab Youth has its first video put to a Kollab Youth song created and donated by a parent who was moved at our GPS for Success event in June at ABC7. Below is our social media campaign in action!

Empowerment in Action!

Kollab Youth Program is shaping the future, one talent at a time.

Join us as we dive into Skill Building, Career Exploration, Leadership Experience, Internships, and so much more.

Get ready for a transformational journey that not only hones your skills but also nurtures your passion for change.

Let's make dreams a reality for less fortunate youth!

#YouthEmpowerment #BrighterFutures #UnlockingPotential #KollabYouth

Video: <https://www.youtube.com/watch?v=GujFP9mAF5c>

ABC7 PSA: We are thrilled and deeply honored to express our heartfelt gratitude to ABC7 Los Angeles for featuring Kollab Youth and helping spread the word about our incredible program!

Through their public service announcement, we've reached even more young minds – igniting their passion for personal growth, leadership, and community impact.

Together, we are forging a brighter future for the next generation.

Don't miss the chance to watch the coverage!

Click the link below to witness firsthand how our program is empowering youth to unleash their potential and make a positive difference in the community.

Click here: <https://youtu.be/bpj7yuRsa7w?si=m5leyJ5O5Q8u8QWy>

Follow Us!

Instagram: @kollabyouth

Facebook: www.facebook.com/kollabyouth

LinkedIn: Kollab Youth Workforce Development

X/Twitter: @kollabyouth

TikTok: @kollabyouth

YouTube: @kollabyouth



PARTNERS AND SUPPORTERS

make Kollab Youth possible!



- Lennox Unified School
- Redondo Union High School
- Antelope Valley Union HS District
- Department of Children and Family Services (DCFS)
- Optimist Youth and Family Services
- Options for Youth | Opportunities for Learning
- Foster Together Network & FMC's Youth Voice Rising National Summit
- Children's Law Center
- Paving the Way Foundation



Self-awareness is the foundation of success. Kollab Youth provides an environment that fosters intrinsic motivation through autonomy, mastery and a sense of purpose that creates synergies that benefit all. Kollab youth provides opportunities for youth to develop awareness of having a bright outlook with their careers and matching their skills and interests to jobs with a promising future.

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 will continue to be a concerted effort of outreach and impact.

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.

With the support of our amazing sponsors and partners, we have built a great, committed team with Sari Chaparro and Lance Holliday. Our Advisory Board also provides vital support for our program, leading to measurable outcomes and important experiences.

We look forward to finishing the year with a major impact; the continued positive testimonials from our youth serve as constant motivators. As we evolve, innovate, and expand our program, we will serve their needs, and increase their readiness by providing them with the tools for success!

Kollab Youth equips students to thrive in a rapidly changing world and contribute meaningfully to their communities. Another way we continue to build relationships with our future leaders and communities is by including their parents and guardians in our efforts. Thank you to everyone who is part of our journey.

Kollab youth is dedicated to bridging the gap between what is learned and what is needed in our rapidly changing world-of-work. Our online curriculum paired with our Master Classes, optimize the learning experience for our youth. We prepare our students for a future of possibilities with our innovative future-ready curriculum, uniquely crafted to align closely with needed soft skills and confidence, fostering success.