

Eleven+

Elevate to Even Plus

2022 Impact Report



March 2023

Dear Friends,

What an incredible year! We provided 43 underserved students with internships at both non-profit and for-profit hosting organizations, giving these students meaningful experiences that built their skills and relationships, made them more marketable, and helped to set them up for future success. Just as importantly, they gained the confidence to know they can accomplish any goals they set for themselves.

When we partner with our intern hosting organizations, we emphasize the importance of creating internships that provide opportunities for the students' growth and development. 2022 was a year of growth and development for Eleven+, too. We built on our inaugural summer to scale our programing to include more students, more hosting organizations, and a broader geographic reach. We increased our internship placements by over 300% while launching opportunities for students in three new states: Connecticut, Ohio, and California. We also introduced internship opportunities with corporate organizations, which self-fund the interns' wages, to increase the types of experiences we can provide to students.

Reflecting on our learnings from 2021, we recognized that to truly level the playing field for underserved students we needed to do more than find and fund internships and provide mentors for them. For many of our interns, their summer jobs are their first experiences working in an office environment. To better prepare them, we implemented several new intern activities, trainings, and a speaker series to enrich their experience and growth.

Behind the scenes, we improved our operations, starting with the hiring of our first employee. In February last year, Eleven+ brought Carolyn Parelli on board as its Chief Program Officer. Carolyn came to us with valuable higher education experience having worked in university career development offices where she managed for-credit internship programs, as well as years of corporate experience before that. Carolyn has introduced a number of operating efficiencies, an improved candidate experience, and great ideas for increasing the impact we can have on our participating students, the hosting organizations where they work, and the communities where we operate.

We could not have achieved these results without the support of so many. Our Board members were highly engaged, actively championing our work and participating fully in our fundraising efforts. Volunteers lent energy, time, and experience. We obtained several foundation grants, including our first-ever award, and saw a substantial increase in individual donors. Many thanks to everyone who helped to make 2022 a success!

Gratefully yours,



Andrew P Walker
Founder & President



THE VALUE OF INTERNSHIPS

One increasingly important differentiator for entering the workforce is internship experience. Research shows that recent college graduates who have had internships obtain jobs faster and at higher rates of pay than students who did not.

However, youth from underserved and disenfranchised communities often lack the access to internships, depriving them of critical opportunities to build skills and create networks.

Eleven+ levels the playing field, ensuring these youth can get paid internships doing meaningful work with nonprofit hosts. The result is young people gain applicable skills, valuable experience, real world engagement, and a network of mentors and peers that are critical to future success. The hosting organizations gain talented, diverse interns who help them increase their capacity and impact AND the funds to pay the interns' wages.

Year 2 Impact

Internships were awarded to 43 students

We are extremely proud that we provided **43 students** with impactful opportunities at **32 different hosting partners** over the summer.

In 2022, we significantly scaled our nonprofit hosted internship program in New Jersey, increasing our host partnerships from 7 in 2021 to 24, ultimately placing 21 students with 16 hosts.

We also expanded our programming in 2022 to offer internships in New London, CT, Cleveland, OH, and Los Angeles, CA:



2022 New London intern Zariah

Location	Nonprofit Host Partners	Total interns placed
New Jersey	16	21
New London, CT	5	7
Cleveland, OH	3	6
Los Angeles, CA	1	1



2022 New Jersey interns Jada, Issi, Julissa & Aaliyah



Introducing Upward Mobility, a partnership with for-profit companies



Last year, we created a greater variety of work experiences for our interns by partnering with for-profit companies. In addition to providing valuable experiences for our interns, we are also grateful that, as for-profits, they were able to self-fund the students' wages, which would come without the added fundraising obligation. This would allow us to scale faster and create more opportunities for the students we serve. To establish our first for-profit program, Eleven+ partnered with the employee mobility industry to implement Upward Mobility.

The mobility industry is focused on providing relocation services to individuals and families, whether they are moving across a state or around the world. This industry recognizes the importance of diversity, equity, and inclusion and sought to expand its talent pipeline by providing opportunities for Black, Indigenous, and People of Color ("BIPOC") students. Eleven+ enables this by facilitating the placement of students with mobility service providing companies. In 2022, 8 student interns were placed with 7 different companies.

Company	Location	Interns
Dwellworks	Cleveland, OH	1
GO Destination Services	Carmel, IN	1
Graebel	Denver, CO	1
Netflix	Los Gatos, CA	1
SIRVA	Westmont, IL	2
Synergy Global Housing	San Ramon, CA	1
Wolfsdorf Rosenthal, LLP	Santa Monica, CA	1



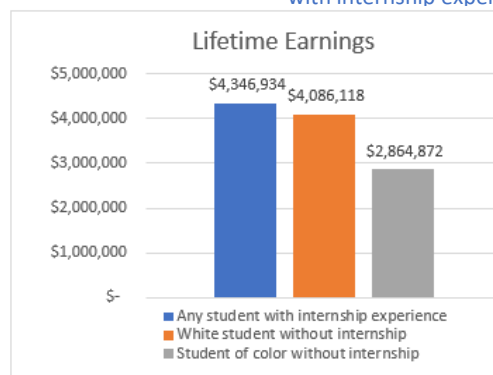
Cleveland State students as 2022 Eleven+ interns

Our talent sourcing partners

Just as we partner with a diverse group of organizations to provide impactful experiences for our interns, we work with a growing number of institutions to source candidates for each role. In 2021, we collaborated with charter school KIPP New Jersey, and mentors in the community working with students to support academic success. In 2022, we added several new talent sourcing partners. Here is a complete list of the institutions with which we partnered to source our interns:

A STUDENT OF COLOR CAN EARN NEARLY \$1.5 MILLION LESS THAN STUDENTS WITH INTERNSHIP EXPERIENCES OVER THEIR LIFETIME.

While white students have greater earning potential with internship experience, internships make a significantly bigger difference for students of color. They can expect to earn 33% less than students who enter the workforce with internship experience.



Together, we can change the trajectory of a young person's life by funding their formative internship experience. *You can make it possible for them to get to even and beyond.*

More about the value of equitable internships is available [here](#)



Institution	Location	Type
Higher Edge	New London, CT	Academic Success Program
KIPP New Jersey	Newark, NJ	Charter School Network
Uncommon Schools	Newark, NJ	Charter School Network
The PEP Program	Summit, NJ	Academic Success Program
Cleveland State University	Cleveland, OH	University
University of Colorado Denver	Denver, CO	University
KIPP Southern California	Los Angeles, CA	Charter School Network
KIPP Northern California	Oakland, CA	Charter School Network
Pico Youth & Family	Santa Monica, CA	Community Engagement

We are grateful to each of these organizations for providing Eleven+ with access to their smart, motivated students.

Enhanced programming

In 2021, we recognized that we could do more to ensure the success of our students and introduced corporate development practices including a networking session and professional headshots. In 2022, Eleven+ expanded the support we provide to students before and during their internships to enhance their experience and development.

Job Readiness training

Developed with the input of several of the mentors to our 2021 interns, Eleven+ created a training program to better prepare the students for working in a professional setting. The curriculum, delivered online, included Communication, Personal Organization, Teamwork & Collaboration, Making the Most of Your Summer Job, and Preparing for Your First Day. One of our outstanding interns from 2021 helped to facilitate the training by sharing her own experiences and learning during her previous Eleven+ internship. Our returning hosting partners confirmed they saw their 2022 interns assimilate more quickly to working in an office environment.



2022 New London intern Shariena

Expectations setting conversation

Eleven+ created and implemented a discussion guide to facilitate conversations between the students and their mentors before they started their jobs. This discussion encouraged the students and mentors to identify goals and desired outcomes throughout their internships. These conversations also covered practical information, like preparing for the first day of work and what to wear. The interns told us these conversations helped them to feel more comfortable as they started their jobs.



“Eleven+ has done a great job at getting us interns properly prepared and making sure that our internship continued smoothly” – 2022 participant

Headshot photoshoots

We expanded our professional photographer sessions in New Jersey, Connecticut, and Ohio, offering each intern with a LinkedIn worthy headshot. We identified talented local photographers whose work appears throughout this report.

Thank you, Ron Basse in Newark, Brenda De Los Santos in New London, and Colette Ubagwa in Cleveland.

Networking events



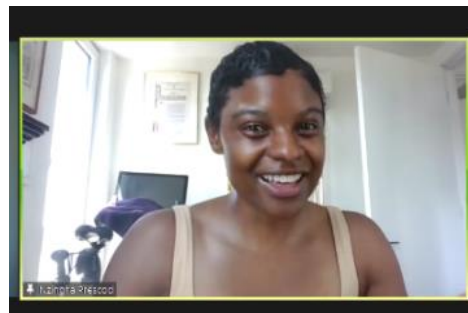
 **YouTube** Networking workshop video

Eleven+ hosted several networking events for the interns and their host mentors. We also invited people from the business community to participate. This

allowed the interns to meet and develop relationships with each other and practice their networking skills. In New Jersey, the event was supported by a team of professional coaches affiliated with Fountain Baptist Church in Summit who facilitated a formal networking workshop. A short video of this event can be viewed [here](#). These events also afforded the host mentors an opportunity to meet and share their experiences working with the students.

Role Model Speaker Series

We implemented a virtual lunch & learn series that provided the interns with an opportunity to hear from successful people



Olympian Nzinga Prescod,
one of our virtual Role Model Speakers

from similar backgrounds to their own. Three events were hosted by Eleven+ during which each speaker shared their life journeys. They discussed the challenges they had to overcome, provided advice for the

HOW WE WORK

Eleven+ recruits organizations to create meaningful work experiences for underserved students through its diversity internship programs.

Eleven+ partners with schools, universities, academic success programs, and community mentors to access untapped pools of student talent from the BIPOC community.

Eleven+ secures financial support from donors and foundations to fund the cost of student wages with our nonprofit hosts.

Eleven+ works with our hosting partners to develop job descriptions that focus on skill development and professional experiences. The hosts determine the length of the internships, the hours to be worked each week, and the education level desired for each role (high school, college, or graduate students). Hosts are required to provide a meaningful role that challenges the intern to foster the students' professional development. Hosts must also provide an internal mentor to each intern for coaching and support throughout the summer.

Students may apply for up to three roles. Each host selects the intern they want to hire for the summer. Eleven+ provides ongoing support to the interns, the hosting organizations, and the interns' mentors throughout the summer.



students, and answered their questions. The series featured Olympian Nzinga Prescod, one of the America’s most decorated fencers, Curtis Goodwin, a social activist and film maker, and Lisa Davis, a consultant who advises corporate CEOs.

The results

2022 had many successes and, like 2021, plenty of opportunities to learn and grow.

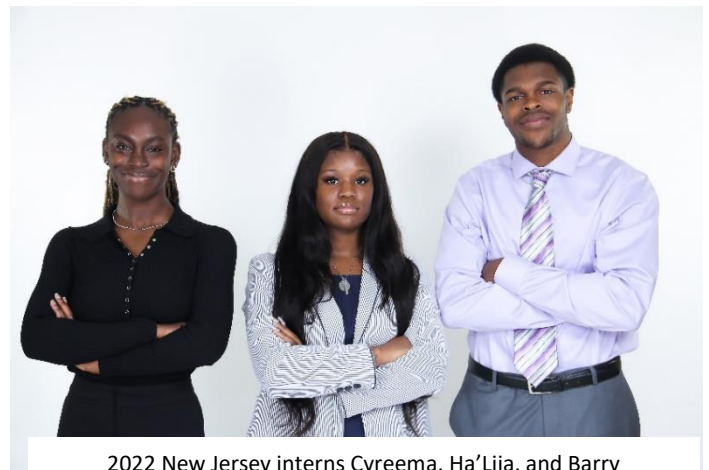
Post internship survey responses from the students:

- 100% of the interns reported their experience met or exceeded their expectations. 29% said it vastly exceeded their expectations.
- 97% of the interns were confident they became more prepared for future work opportunities because of their internships.

*“My experience was amazing. Eleven+ has done a great job at **getting us interns properly prepared** and making sure that our internship continued smoothly throughout its course. I enjoyed **the speaker series** as well.”*

*“The overall internship was an experience that **changed my life** and **positively affected my aspirations** and motivation. I’m **proud to have been a part of creating change** in New London, especially in the housing department.”*

*“This internship **connected me to great people** who have taught me a lot and **made me feel a part of something bigger** than myself.”*



2022 New Jersey interns Cyreema, Ha'Lija, and Barry

Non-profits benefited from summer help that didn't make a dent in their operating budgets.



2022 New London intern Sebastien

Post internship survey responses from host mentors:

- 82% of mentors said their experience exceeded expectations, with 38% saying it vastly exceeded expectations.
- 100% of hosting organizations said they would work with us again and recommend Eleven+ to others.

*“This is an **amazing opportunity**, and I am sad that it is over. I'd love to **continue to engage with our intern** to provide her extra support as she continues to grow.”*

*“[Our intern] **endeared herself to all of us** here with her warm and friendly personality and non-stop smile. She will be greatly missed by both staff and patrons.”*



Key learnings

Last year created more learning for us, too, highlighting a number of areas where we can improve what we do in 2023. Our goals include:

Attract more applicants to our opportunities:

- Increase our hourly wage to compete against potentially less impactful employers who paid over our \$15/ hour wage in 2022
- Accelerate our application window by several months to attract more students earlier and expand our talent pipeline.

Make our student applicants more competitive:

- Provide more time to work with students to improve and refine their application materials

Enhance the mentor-intern relationship:

- Design and implement mentor standards to ensure each host provides mentors with sufficient experience to coach our students
- Implement more networking opportunities for mentors to share experiences and best practices

2022 Financials

Fundraising

Eleven+ raised a total of \$188,531 from 76 contributors and organizations to support its second summer operating. Donations and grants ranged from \$25 to over \$40,000, with an average donation of \$2,415. A complete list of donors can be found below.

Expenses

Eleven+ paid grants to the host organizations for intern wages at \$15/hour, totaling \$98,740. Additionally, it paid \$10,950 in stipends to the interns, including sign-on and completion bonuses. \$6,272 was spent on program expenses.

Operating costs totaled \$35,283. Expenses included wages for our Program Officer and our summer intern, merchant fees, registration and licensing fees, legal services, and insurance.

Reserve for future program expenses

At the end of 2022, Eleven+ maintained a cash balance of \$46,371.

INTRODUCING CAROLYN



In early 2022, Eleven+ hired Carolyn Parelli as its Chief Program Officer. She brought a wealth of experience to the role, having spent over five years working in Career Engagement and Education at the university level. Having previously managed internship programs at Drew University and Montclair State, she understands the importance of experiences that develop transferrable skills and increased self-belief. Previously, Carolyn worked for Nike and IBM and got her own head start through an internship while in college.



2022 Board of Trustees

Board Appointments: Eleven+ expanded its impressive Board of Trustees bringing additional experience, skills, and insight to the Boardroom with the addition of Oakland, CA-based **Anthony Gonzalez**.



<p>Robert Horsley Board Vice Chair Executive Leadership, Fragomen</p>	<p>Manik Singh Jassal Board Treasurer Senior Advisor to the CFO, State University of NY</p>
<p>Otua Sobukwe Board Secretary Research Associate, Wellington Management</p>	<p>Ofira Bondorowsky Vice President of Programs & Strategic Partnerships, Charity Navigator</p>
<p>Claas Ehlers CEO, The Jesse Lewis Choose Love Movement</p>	<p>Anthony Gonzalez CRO, Izinga</p>
<p>Beth Gottung Executive Director, Montclair Film</p>	<p>Laura Hamilton, LCSW Therapist & Performance Optimization Coach, True Insight</p>
<p>Christine Hippe-Ribaudo, LCSW Psychotherapist in private practice & Social Worker, Jersey City Public Schools</p>	<p>Jessica McKenzie Program Officer, Panasonic North America</p>
<p>B David Naidu Partner, K&L Gates LLP</p>	<p>Andrew Walker Board Chair Global Total Reward Leader, EY</p>



2022 New Jersey interns



2022 Donors

Eleven+ is grateful for the tremendous financial support it received from the following donors. We literally could not have done it without you.

Velocity Donors

Robert Horsley & Laura Hamilton

Chair's Circle (\$10,000 - \$24,999)

The Community Foundation of Eastern CT
Paul Sallaberry
Leslie Meek-Wohl & Ethan Wohl

Nora & Rob Radest
The Summit Foundation

Partner Donors (\$5,000 - \$9,999)

Lisa & Joseph Amato
Fragomen – Silicon Valley
Myra & Steve Johnson

Cleveland State University
Manik Jassal
The Mohegan Tribe & The Mohegan Sun

Impact Donors (\$2,500 - \$4,999)

Philip & Albie Ankel
St Paul's Episcopal Church, Chatham, NJ

MSI Global Talent Solutions

Elevate Donors (\$1,000 - \$2,499)

Ofira Bondorowsky
Marjorie Fox & Jeff Naiman
Christine Hippe-Ribaudo
B. David Naidiu
Ben Walker
Edward Williams

Mike & Sage Bronzino
Go Company USA
Bola Lawrence
Elizabeth Soley
Diane Whitcomb & Steve Eschbacher
Anonymous

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Haley Behm
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Thomas Bruhn
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Mary Davis
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Kirk & Ingrid Fitzsimmons
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Cliff Frasier
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Stacey Slater
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Terri Tauber
Edward Teng &
Carol Pak-Teng
Christina & Dave Torrell
Claire Toth
Robert Walker
C Stow Walker
Kathleen Walsh &
Thomas Ripsam
Philip & Martha White
Frank & Dorothy Willis
Jie Zhang
Sue Zwick



Nonprofit Internship Hosts

Each of the below organizations proved to be fantastic partners in support of the Eleven+ interns in 2023, hosting one or more students. We are so grateful to be working with all of them.

All The Way Up - Newark, NJ

Braven - Newark, NJ

Charity Navigator - Glen Ridge, NJ

Destination Cleveland - Cleveland, OH

Discovery Orchestra - Summit, NJ

Dress For Success - Madison, NJ

Eleven+ - Summit, NJ

Family Promise - Summit, NJ

GlassRoots - Newark, NJ

Imagine - Mountainside, NJ

Lyman Art Museum – New London, CT

MEND - Maplewood, NJ

Museum of Early Trades & Crafts - Madison, NJ

NEOHCED - Cleveland, OH

New London Community Meal Center - New London, CT

New London Landmarks - New London, CT

New London Maritime Society - New London, CT

New London Homeless Hospitality Center - New London, CT

Pico Youth & Family Center - Santa Monica, CA

Planned Parenthood Metro New Jersey - Newark, NJ

SAGE Eldercare - Summit, NJ

Summit Area YMCA - Summit, NJ

The Summit Housing Authority – Summit, NJ

Towards Employment - Cleveland, OH

Vivid Stage - Summit, NJ

For-profit Internship Hosts

Each of the companies listed on page 4 hosted summer interns through the Upward Mobility Program and financially supported Eleven+ with program administration fees. We are thankful for their partnership in creating opportunities that help to diversify their industry.

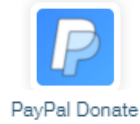


2022 New Jersey interns Fatima, Aryel, Andy, and Aicha

March 2023



**Financial support makes our work possible.
Donations are gratefully received by PayPal or check.**



Elevate to Even Plus Inc
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We keep going with your help.



Eleven+

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For more information, please visit our website at: www.eleven-plus.org

To inquire about partnering with Eleven+, please contact Carolyn Parelli,
Chief Program Officer at carolyn.parelli@eleven-plus.org

