

ELEVATE+

Talent Sources Program Update for Summer 2025
November 2024



Agenda

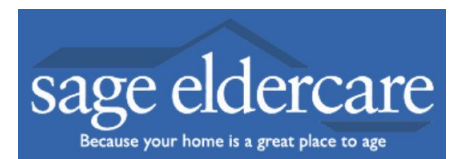
- Welcome
- Summer 2024 recap
- 2025 application timeline
- 2025 suggested hiring timeline
- 2025 intern programming
- 2025 application process
- Funding outlook 2025
- Questions



Elevate + Nonprofit Partners



MUSEUMS. ARCHIVES. MICROFARM.



Elevate + Nonprofit Partners



**New
London Homeless
Hospitality Center**



New London Maritime Society
Custom House Maritime Museum



NEW LONDON COMMUNITY MEAL CENTER



Elevate + Nonprofit Partners



GLOBAL CLEVELAND

Cleveland Council on
WORLD AFFAIRS



ideastream
public media



ARTS IMPACT
hearts | minds | lives



Building Homes. Restoring Hope.



Summer 2024 recap

36 intern placements

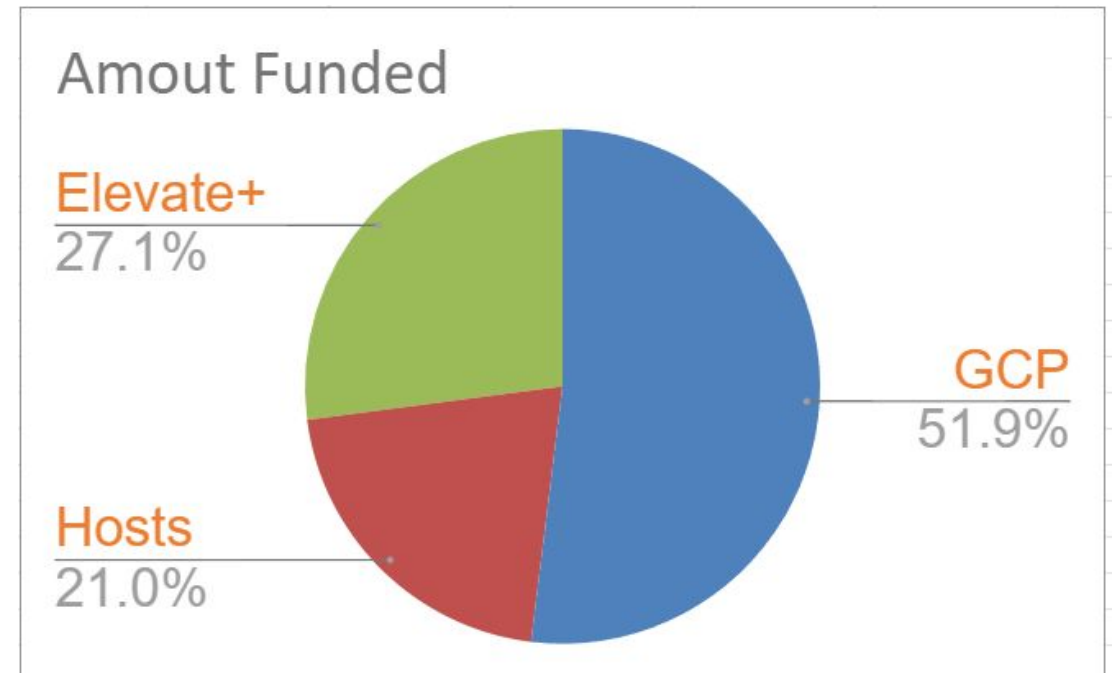
- 25 interns placed into 27 internships with 23 different nonprofits
 - New Jersey: 11 interns
 - Connecticut: 2 interns
 - Ohio: 12 interns into 14 internships
- 9 interns placed with for-profits through Upward Mobility
- 1 internship was cancelled after host significantly reduced hours prior to start



Summer 2024 recap

Funding breakdown: 27 intern placements with nonprofits

- Total wages and stipends: \$113,263.75
 - Cost funded by GCP: \$58,838.75
 - Cost funded by hosts: \$23,756.25
 - Cost funded by Elevate+: \$30,668.75



Summer 2024 recap

Program activities

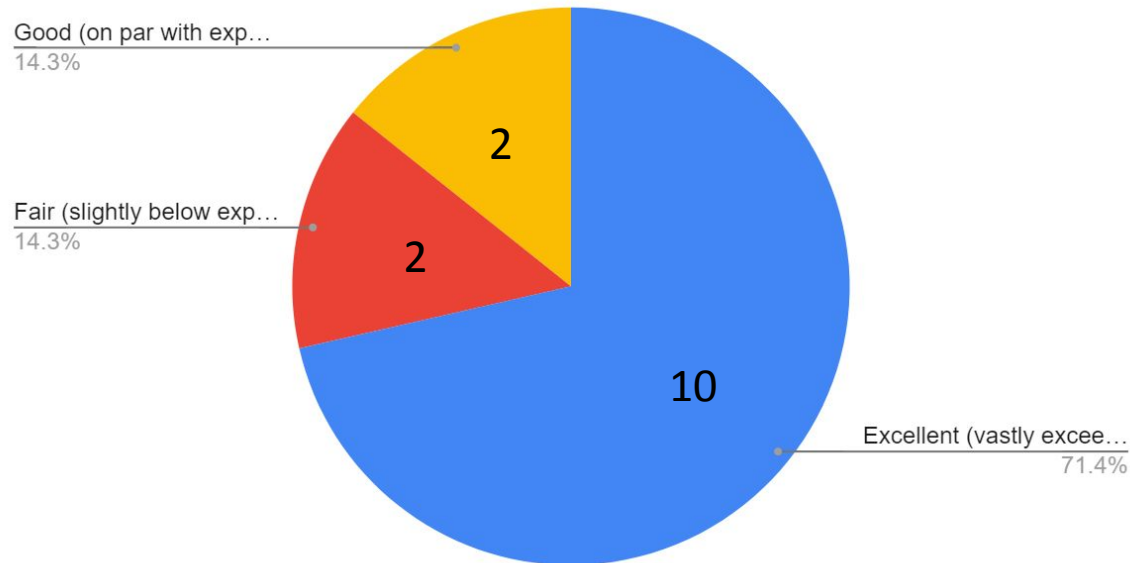
- Job Readiness training – 3
- Mentor coaching sessions – 2
- Intern panel (NEORR) – 1
- Networking in person – 3
 - Facilitated workshops - 2
- Networking virtually – 3
- Role Model Speakers – 3
- Master Classes – 2
 - LinkedIn – personal branding and networking
 - Recruiter perspectives
- Headshot Photoshoots – 3



Summer 2024 recap

End of Internship Survey Responses-Interns

Count of How would you rate your overall internship experience with your Host Organization?



It was an **amazing experience**, and I'm grateful to have been given the opportunity **to develop my skills** and be given a chance to deal with **real world situations** and how to effectively work around it. I've learned a lot and the support I've been given has **helped me with taking feedback and utilizing it to better my work**. I look forward to using this knowledge in the jobs that I pursue in **the future**.

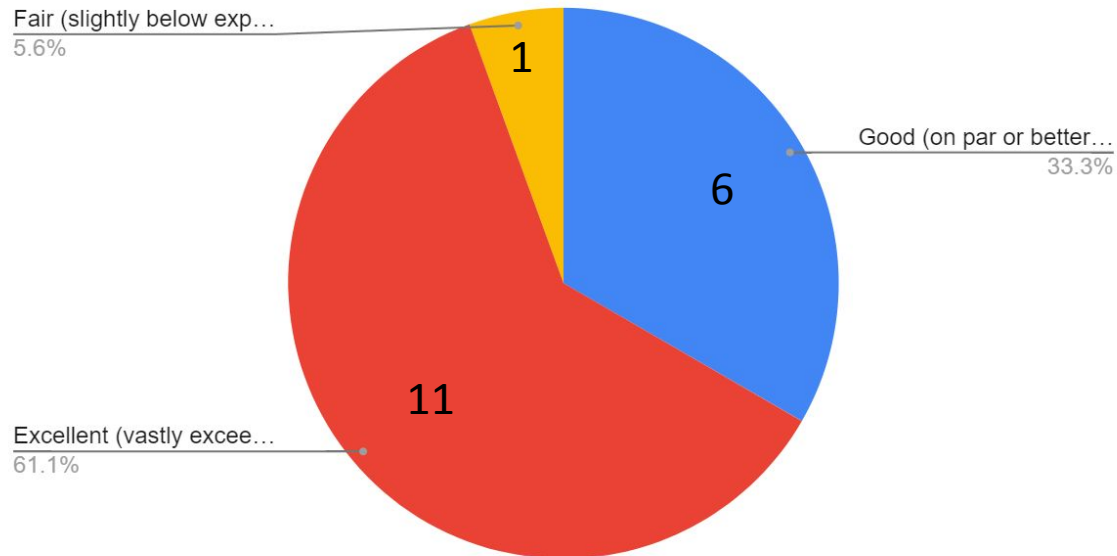
While I greatly value some of the knowledge I gained while working there, **I would not recommend [Host]** as an internship. Though my work was valued, I often times felt like **my work was not needed**. I was often assigned "stereotypical intern tasks".



Summer 2024 recap

End of Internship Survey Responses- Hosts

Count of How would you rate your overall experience with your intern this summer?



Neema arrived at our offices a little nervous and unsure of how to approach her project but **enthusiastically embraced her responsibilities** and provided an **enormous benefit** to the Swahili-speaking refugee community in Cleveland. It was her tenacity, friendliness, and love of her community that made her **an incredible asset** and helped her deliver **excellent results** in her project.

In an remote environment, practice and prepare for being on camera for calls. Our intern would often take calls from her bed.



2025 application timeline

- Fri, December 6, 2024 - Job Descriptions Due Back
- Fri, December 13, 2024 - Elevate+ Job Descriptions Shared w/Talent Sources
- **Mon, January 27, 2025 - Application Portal Opens**
- **Candidate Strategies for Success, February 18th or 19, 2025**
- **Fri, February 21, 2025 - Application Window Closes**
- Tue, February 25-28th, 2025 - Applications Shared with Hosts



2025 application timeline

The screenshot shows a web browser window with the URL <https://www.elevate-plus.org/talent-sources>. The page content includes a list of key dates and a detailed selection period timeline.

- Host completes and submits job description online by **Friday, December 6, 2024**
- We review submitted job descriptions and share with talent sponsors on **December 13, 2024**
- Students apply through the Elevate to Even Plus website - Application period **January 27 -February 14, 2025**
- Students attend required Candidate Strategies for Success training **February 18 or 19, 2025**
- Students can revise and resubmit applications by **February 21, 2025** (application window closes)
- Candidate application materials shared with hosts week of **February 25, 2025**
- Host interviews and selection period **late-February to mid-March**
- Internship offers accepted by candidates by **March 28, 2025**

We have recommended hosts follow this selection period timeline:

Dates: 2/26 - 3/3	3/3 - 3/7	3/10 - 3/14	3/17 - 3/21	3/28
Hosts review applications	Hosts schedule interviews; notify Elevate+ of applicants' status	Hosts conduct shortlisted candidates interviews	Hosts selects successful applicant; extends offer; notify Elevate+ of decision	Applicants' deadline for accepting offers



2025 suggested hiring timeline



- March 3rd - 7th - Host schedule interviews
- March 10th - 14th - Hosts holds and completes interviews - provide Elevate+ with offers extended
- March 17th - 21st - Hosts extend offers to candidates -**offer extended deadline- Mar 21st**
- March 24th - 28th - Candidates accept offers-**acceptance deadline- Mar 28th**
- **Mentor Best Practices**
 - **(Option 1)**- Wednesday, April 23, 2025, 12 – 1 pm
 - **(Option 2)**- Wednesday, April 30, 2025, 3 - 4 pm



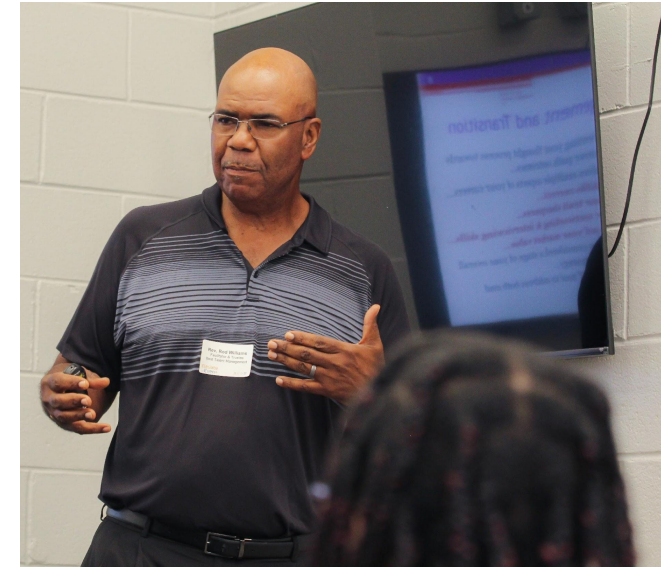
2025 Elevate+ intern programming

- **Candidate Strategies for Success** – applicants join either Feb 18 or 19, 2025
- **Job Readiness Workshop** - *Interns select one option to attend*
 - Option 1: Wed, Apr 30, 2025, 7 - 8:15 pm
 - Option 2: Tue, May 13, 2025, 7 - 8:15 pm
 - Option 3: Wed, May 28, 2025, 7 - 8:15 pm
- **Intern Meet & Greet:** Wed, Jun 25, 2025, 12 - 1 pm
- **Speaker Series Virtual: Speaker #1-** Wed, Jun 25, 2025, 12 - 1 pm
- **Mid-Summer Check-in Call: Mentors** - Tue, Jul 8, 2025, 3 - 3:30 pm
- **Mid-Summer Check-in Call: Interns** - Wed, Jul 9, 2025, 3 - 3:30 pm
- **Networking In-Person Event OH** - Fri, Jul 11, 2025, 10 - 3 pm



2025 Elevate+ intern programming

- **Speaker Series Event: Speaker #2** - Wed, Jul 16, 2025, 12 - 1 pm
- **Networking In-Person Event NJ** - Fri, Jul 18, 2025, 10 - 3 pm
- **Speaker Series Event: Speaker #3** - Thu, Jul 24, 2025, 12 – 1 pm
- **Networking In-Person Event CT** - Fri, Jul 25, 2025, 10 - 3 pm
- **Masterclass Virtual Event: LinkedIn for Success** -Thu, Jul 31, 2025, 12 - 1 pm
- **Intern Virtual Summer Wrap-Up & Next Steps** - Tue, Aug 5, 2025, 12 - 1 pm
- **Masterclass Virtual Event: Recruiter Tips and Strategies** - Thu, Aug 7, 2025, 12 - 1 pm



Elevate + Upward Mobility Partners

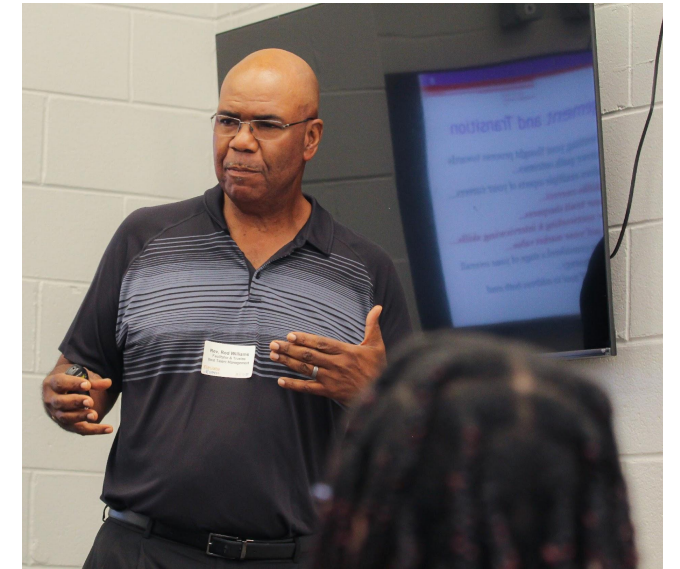


2025 Upward Mobility programming

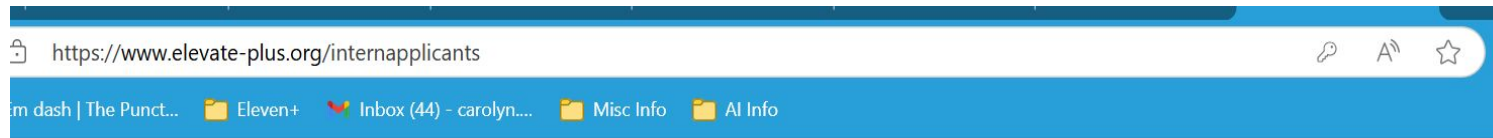


Industry Specific Training

- Relocation 101- Providing overview of industry
- Current Trends and Industry Shifts - (the effect of macroeconomic, social, and geopolitical events on employee mobility)
- **werc** Emerging Leaders Meet & Greet
- Upward Mobility Interns are included in Elevate + Programming



2025 Application Process



ELEVATE to EVEN+



Home About Us Stakeholders News Host Partners Talent Sources Interns & Applicants Upward Mobility Contact

Intern Resources

Eleven+ Nonprofit Applications

Upward Mobility Applications

Application Terms & Conditions

Information for Prospective Applicants

Elevate to Even Plus is all about facilitating access to meaningful, paid internship experiences for underserved students. We partner with mentorship and enrichment programs, schools, and universities to source smart, motivated student applicants for these opportunities.

In all likelihood, you found out about this webpage from the school or program you are in (or previously attended) and, if so,

www.elevate-plus.org/internapplicants in the right place!



2025 Application Process

The screenshot shows a web browser window with the URL <https://www.elevate-plus.org/application-page>. The page features the logo "ELEVATE to EVEN+" with a "Donate" button and a navigation menu including Home, About Us, Stakeholders, News, Host Partners, Talent Sources, Interns & Applicants, Upward Mobility, and Contact. A prominent blue banner reads "2025 Summer Internship Application". Below this is a navigation bar with links for "Instructions", "Application Tips", "Preparing Your Resume", and "Submit an Application". A text block states: "Internship opportunities will be shared directly with Eleven+ talent sourcing partners as they become available. If you have accessed this page but haven't received a job description for a specific internship, please contact the individual who provided you with information on how to access this site."

- Intern application page [Elevate+ Nonprofit Applications | Elevate to Even+](#)
- Portal Password: Elevate2025
- [Jotform online application form](#)
- Changes to job description form for 2025- addition of internship category fields



Funding Outlook 2025

Establishing fundraising goal to support 2025 program and operating costs

2025 anticipated expenses

40 funded internships	\$200,000
Program costs	\$30,000
<u>Overhead</u>	<u>\$20,000</u>
Total funding requirement	\$250,000

Fundraising goal for 2025 program ↗



Questions



