



# step up

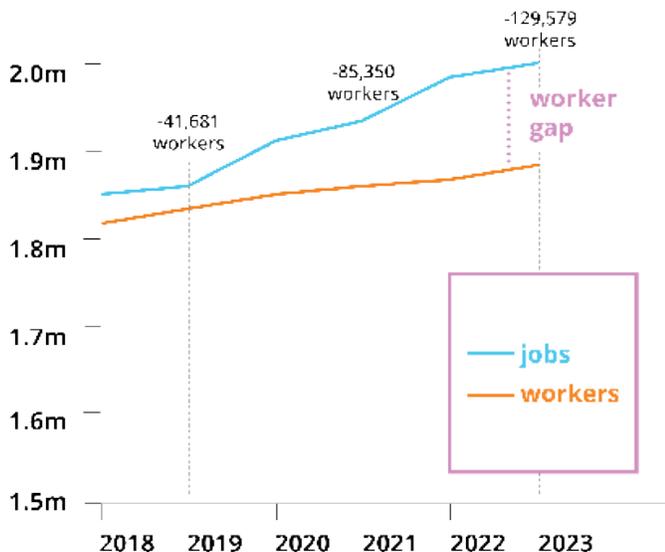
With 18 years of experience and unparalleled access to thousands of talented Minneapolis youth, Step Up connects more young people to jobs in our city than any other program. In a typical year, Step Up trains and places 1,400 youth in paid internships with over 200 employers in 15 industries. During COVID-19, Step Up served over 1,200 young people via traditional remote and hybrid internships, as well as paid online training.

Step Up is a collective of support that unites businesses, schools, nonprofits and the city together in a common goal: to build and strengthen our future economy and the talented youth who will power it. We help organizations diversify their workforce and build a competitive pipeline of young, skilled workers for the entire region. Since 2003, Step Up has created over 29,000 internships.

Our interns complete work readiness training certified by the Minneapolis Regional Chamber. They are carefully matched with employers based on their skills, interests and abilities, and can earn academic credit for their training and work experience. We provide ongoing support to interns and employers throughout the application, onboarding and internship process.

## PROJECTED WORKFORCE DEMOGRAPHICS

(in millions)\*



## STEP UP INTERNS

- 86% youth of color
- Born in 15 countries
- 50% youth from immigrant families
- 19% youth with disabilities
- 87% youth from low-income families



For more details about Step Up Level 2:  
[www.achievempls.org/stepup](http://www.achievempls.org/stepup)

Source: RealTime Talent analysis using MN Demographic Center labor force estimates, American Community Survey employment, and JobsEQ modeled estimates of covered, federal, state, local, private, and self-employment in 7-county Minneapolis-Saint Paul metro area.

# stepUp + your organization

Step Up provides internships at employers of all sizes in every sector—from large Fortune 500 companies and small businesses, to government agencies and nonprofits.

Interns perform a variety of tasks each summer. For some, a basic administrative role is ideal. More advanced interns assist with research at hospitals or quantitative analysis at multinational corporations. Youth who prefer working with their hands can find internships in urban agriculture, skilled trades or with kids at day camp. Through Step Up, interns get their foot in the door, discover new careers and show you what they're capable of. Their unique voice and ideas can change the future of work.

We'll work with you to determine the best fit and skill set so our interns can make the greatest impact at your workplace.

## STEP UP BENEFITS FOR EMPLOYERS

- **Prepare** to compete in a global market by building a pipeline of dynamic, diverse workers.
- **Learn** how to make your workplace more welcoming by bringing in new energy, skills and fresh perspectives.
- **Provide** professional development opportunities for junior staff to be supervisors for the first time.
- **Interns** get real work done. Nearly 90 percent of supervisors say they would consider hiring their intern as an employee.
- **Count on** our Step Up job coaches, who provide support throughout the internship.

**"Our intern was well prepared, committed and ready to learn and contribute. Step Up is a great program. We wish we had been involved earlier!"**

*Jeremy Hanson,  
Heidrick & Struggles*

## BECOME A STEP UP EMPLOYER



## SELECT STEP UP EMPLOYERS

American Institute of Architects  
Briggs and Morgan  
General Mills  
Hennepin County  
M Health  
City of Minneapolis  
Minneapolis Public Schools  
Minnetonka Moccasin  
University of Minnesota  
U.S. Bank  
Xcel Energy



**KEATON CLARKE,**  
Architecture Office Intern,  
Leo A Daly

Keaton interned with Leo A Daly for two consecutive summers, which allowed him to deepen his skills and exposure to careers in architecture and related fields. In his first internship, Keaton created a new office profile book and helped develop a skills matrix for employees. The following summer he worked with the engineering team to evaluate a new software program. Keaton is a graduate of Henry High and now pursuing a career in engineering at the University of Minnesota.