



step up

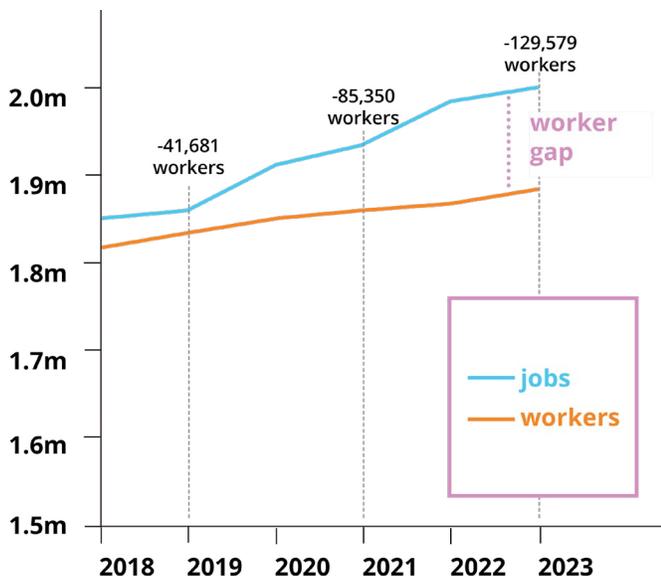
With 16 years of experience and unparalleled access to thousands of talented youth, Step Up connects more young people to jobs in our city than any other program. Step Up recruits, trains and places nearly 1,600 young people (ages 14-21) in paid internships at over 200 employers in 15 industries each year.

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 27,000 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

- **89%** youth of color
- Born in **35** countries
- **48%** youth from immigrant families
- Speak **24** unique languages
- **20%** youth with disabilities

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 + the business management & administration industry

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

Step Up is proud to provide internships at several large and small business management and administration companies throughout Minneapolis-St. Paul. Representing a variety of consulting and professional services, our employers view Step Up interns as a way to get some extra help with projects in the office and in the field while mentoring a young person on the many careers available in this industry.

Our interns have helped clean up databases, conduct research, create presentations, assist with community and promotional events, and work with colleagues from their own backyard to around the globe.

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*



SELECT STEP UP EMPLOYERS

HealthPartners
Hennepin County
HGA
Juxtaposition Arts
General Mills
City of Minneapolis
Minneapolis Public Schools
Minnetonka Moccasin
Mortenson
Robins Kaplan
University of Minnesota
U.S. Bank
Xcel Energy

BECOME A STEP UP EMPLOYER



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. Last 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.