

WHERE TOMORROW'S WORKFORCE BEGINS

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WORKS.**



2018 ALUMNI SURVEY SUMMARY

BUILDING PATHWAYS TO EMPLOYMENT AND ECONOMIC SELF-SUFFICIENCY

2018 Survey of Genesys Works alumni reveals program participants are achieving college and career aspirations against all odds, improving the economic status of their families and becoming strong economic contributors to the communities in which they live.

A nonprofit social enterprise, Genesys Works provides pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships. By giving students the opportunity to succeed in a professional work environment while still in high school, they begin to see that a path to a professional career and economic self-sufficiency is within their reach.

The current hiring landscape shows that the primary path to a well-paying job in the modern economy is through education (Carnevale et al., 2016; Dadgar & Weiss, 2012; Jacobson & Mokher, 2009; Duke & Strawn, 2008). According to the Georgetown Center on Education and the Workforce, 65% of jobs in the year 2020 will require postsecondary credentials with 35% requiring at least a bachelor's degree (Carnevale et al., 2013). As a result, examining the educational status of Genesys Works alumni is key to understanding their prospects for achieving career success.

In the fall of 2018, Genesys Works conducted its fourth annual survey of program alumni for purposes of evaluating program outcomes and the extent to which Genesys Works has succeeded in helping youth from underserved communities attain a professional career and reach economic self-sufficiency. Of the 3,160 alumni who received the survey, 1,533 responded, yielding a response rate of 49% (43% did not open the survey). Results from the survey provide clear evidence that the Genesys Works program is accomplishing its mission of connecting motivated youth with skills training and meaningful work opportunities, putting them on the path to career success and economic self-sufficiency.

PROGRAM MODEL

Through comprehensive professional and technical skills training, meaningful work experiences, and college and career coaching, Genesys Works helps students see that a professional career is within reach and provides them the opportunities they need to achieve their career goals. Over the course of 14 months, students spend approximately 1,200 hours in training, in a professional job, and attending approximately 60 hours of college preparatory and career counseling sessions. Students complete the program with increased confidence, in-demand job skills and elevated career aspirations.

Students participate in four interlocking program components:

- An 8-week technical and professional skills training program preparing them for the workplace
- A paid, year-long internship during senior year where students earn an average of \$12,000
- College and career coaching as students navigate college and career pathways
- Ongoing alumni support to help students achieve college and career success

Programming is implemented in a culture of high expectations focused on rigor, relevance, and relationships; student training is rigorous, the work performed is relevant to career interests and employer needs, and the relationships built with the workplace managers, co-workers, program staff, and fellow students, play a critical role in student persistence and success.

STUDENT PROFILE

Within the Genesys Works student population, 96% identify as students of color, 85% participate in a Free or Reduced Lunch Program and 80% are the first in their families to attend college. Prior to participating in Genesys Works, these students are on-track to graduate high school, but less likely to enroll or complete a postsecondary degree. Genesys Works believes that once students have been given an opportunity to succeed in a professional job, they will gain the confidence and skills they need to continue on the path to a professional job and economic self-sufficiency.

ALUMNI SURVEY REVEALS CORRELATION TO FURTHER EDUCATION, ECONOMIC INDEPENDENCE

The Genesys Works program is making an impact on the educational and economic outcomes of its students:

- According to National Student Clearinghouse data, 92% of students enroll in college within a year of HS graduation and 70% have graduated or are still enrolled in college.
- The median income of program alumni working full-time, no longer in college, and graduated from high school at least 5 years ago is between \$45,000 and \$50,000.

- The fact that a majority of alumni have opted for fields that tend to have high labor market returns, such as STEM-related fields, suggests that they are on the right trajectory for attaining career success.
- Of those students who completed the Genesys Works program at least 5 years ago, 88% report they are working full-time.

Education

- 97% of Genesys Works alumni ultimately opted to go to college, with the vast majority (82%) being the first generation in his/her family to enroll in college.
- 64% of alumni received some kind of grant/scholarships to finance their education.
- Genesys Works students are pursuing a degree or entering the workforce in STEM-related fields at a higher rate than their peers – 39% of alumni opted for STEM majors (Computer Science, Information Systems/IT, Math and Science, Engineering, and Health) compared to 22% of minority students nationally.
- 69% of Genesys Works alumni worked while in college. 15% of alumni who are still in college work full-time to pay for college and 54% work part-time.
- Genesys Works alumni carry less debt than the national average. 56% have student loans, with the median debt at \$10,000 versus \$17,000 national median debt.

Salary Data

- The median income of program alumni working full-time, no longer in college, and graduated from high school at least 5 years ago is between \$45,000 and \$50,000.
- Of those alumni working full-time, not in college and graduated from high school more than 5 years ago, nearly half (45%) earn \$50,000 and above.
- 72% of alumni aged 25 years and above, currently earn more than at least one parent with over a quarter earning more than both parents combined.

Value of Genesys Works

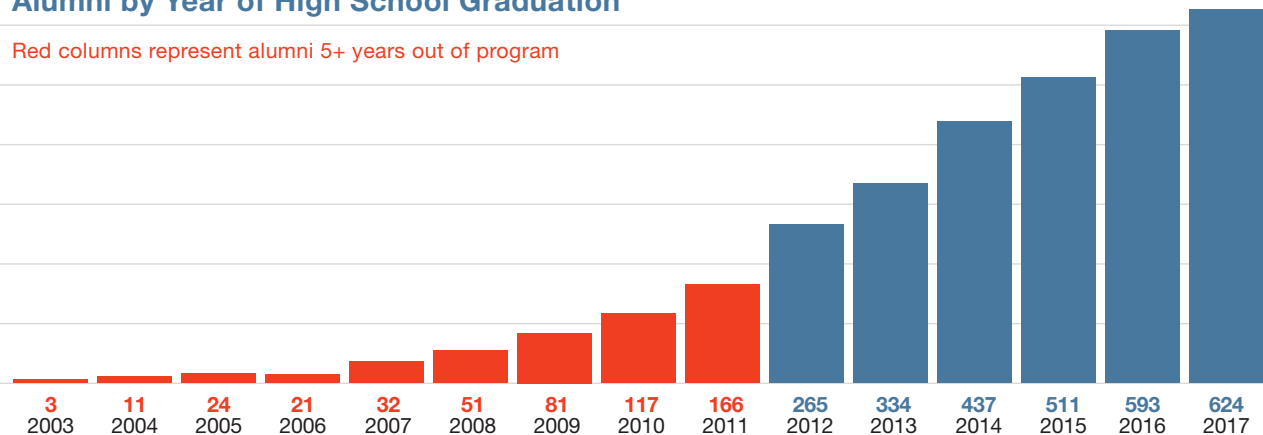
- 99% of alumni would “highly recommend” Genesys Works to their friends and family.
- 77% of alumni felt that the Genesys Works experience helped them get their current job.
- 99% felt their high school internship was valuable and 96% felt their relationship with their supervisor was valuable.
- 73% felt they gained the tools they needed to succeed from Genesys Works.

SUMMARY

The fourth annual survey of program alumni continues to show significant positive outcomes for Genesys Works students. Most importantly, survey findings validate the Genesys Works program model and, based on these findings, it is reasonable to infer that a majority of alumni are on the right trajectory for achieving career success and financial self-sufficiency. Alumni are earning more at a younger age than the national median and are choosing fields that tend to have high labor market returns and low unemployment rates, suggesting that they are on the right trajectory for attaining career success. The chart below shows the growth of Genesys Works' alumni base.

Alumni by Year of High School Graduation

Red columns represent alumni 5+ years out of program

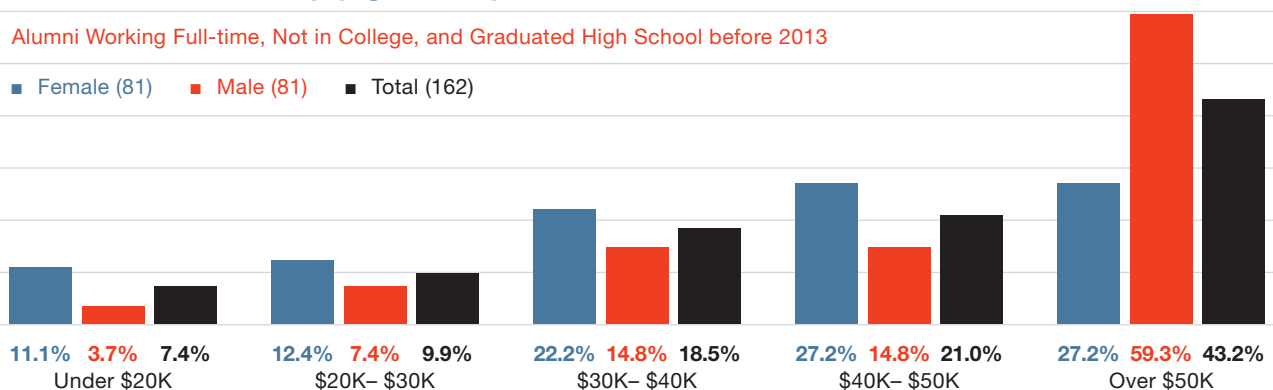


While a majority of Genesys Works alumni completed high school less than five years ago, the survey provides valuable insight on the value of skills training and internship participation. The most relevant outcome for the Genesys Works program is alumni salary data since it is the most direct measure of whether alumni have reached economic independence. As the chart below shows, the median salary that Genesys Works alumni are earning is between \$40k and \$50k.

Median Annual Salary (Age 25–34)

Alumni Working Full-time, Not in College, and Graduated High School before 2013

■ Female (81) ■ Male (81) ■ Total (162)



Survey results clearly provide evidence that the Genesys Works program is accomplishing its vision of *equipping and empowering high school students in underserved communities with the knowledge and skills required to achieve career success and a lifetime of economic self-sufficiency*. Genesys Works students are achieving career aspirations against all odds, improving the economic status of their families and becoming strong economic contributors to the communities we serve.

ABOUT GENESYS WORKS

Genesys Works is a 501(c)(3) nonprofit organization that provides pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships. Program graduates enter and thrive in the economic mainstream with the knowledge and work experience required to succeed as professionals. This mission is accomplished through an 8-week skills training program, a year-long paid corporate internship, and guidance and coaching from high school through college, and into the workforce.

Starting in 2002 with only a few students, Genesys Works has grown to become a national organization serving nearly 4,000 students annually in six metropolitan areas: Houston, Twin Cities, Chicago, the San Francisco Bay Area, the National Capital Region and New York City. Learn more about Genesys Works at genesysworks.org.

2018 Genesys Works Alumni Report prepared by Nidhi Mehrotra, Ph.D. The full report is available upon request.

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