

URBAN ALLIANCE

Property Management Pathway



Fall 2021

Interns complete six weeks of Urban Alliance Professional Skills training



Winter 2021

Interns complete industry training in either maintenance or leasing.



January 2022

Interns begin working part-time (12 hours per week) and participate in continued training and post-high school planning.



Summer 2022

Interns graduate high school and begin working full-time (up to 32 hours per week) while receiving continued training and post-high school planning.



July 2022

Internships conclude. Employers have the opportunity to hire.

Who we are

Urban Alliance is a national youth development nonprofit that provides economically-disadvantaged young people with the exposure, training, and mentorship to prepare them for lifelong economic security. Founded in Washington, DC in 1996, Urban Alliance has grown to four regions and has provided over 5,000 underserved youth with paid internships and delivered workforce development training to 20,000 more.

Who we serve

We serve high school seniors from under-resourced communities who lack the skills, experience, and networks needed for long-term success and economic mobility. Though talented and driven, underserved youth often don't have access to the same economic opportunities as their more affluent peers, hampering their ability to become self-sufficient adults. **They need an open door, and with your company and Urban Alliance's support, we can be the key.**

Our core youth employment model

The High School Internship Program provides underserved high school seniors with comprehensive job readiness training, intensive mentoring, paid internships, and ongoing post-program support to ensure they secure full- or part-time living wage work, enroll in a two- or four-year college, or participate in continued career training after graduation. Interns work up to 500 hours; earn up to \$9,500; and receive over 100 hours of technical and soft skills training, mentoring, and post-high school planning.

The property management pathway investment

Our public and private partners are changing the life trajectories of thousands of youth, while generating tangible business benefits. Through our Property Management Pathway partners build a diverse talent pipeline for their team while providing meaningful community impact. Property Management partners provide an \$18,000 investment per intern, of which over half goes to the intern as earnings.

Our National Impact

- ✓ 20+ years of service
- ✓ 4 regions
- ✓ 5K+ paid internships provided
- ✓ 20K+ workforce training participants served
- ✓ 80% college persistence
- ✓ 80% one-year post-program connection to economically self-sufficient pathways
- ✓ 90% college acceptance

A six-year randomized controlled trial found that completing Urban Alliance's High School Internship Program had a statistically significant impact on young men attending college (by 23 percentage points), mid-GPA students enrolling in four-year colleges (by 18 percentage points), and students' retention of professional soft skills.

To become a partner, contact Katie Miles at kmiles@theurbanalliance.org

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Property Management Pathway

The Vision

Our goal is to expand young adults' knowledge of the property management industry and build the skills needed to succeed, while supporting employers who seek **diverse talent pipelines for their entry-level jobs** that have long-term career pathways in the organization.

2021-2022 Chicago Pilot Goals

Beginning in September of 2021, Urban Alliance will launch the Property Management Pathway program in the Chicago region. We aim to recruit, train and place at least 15 interns with invested industry leaders.

Partners gain:

- Diverse talent pipeline toward entry-level roles
- A turnkey internship program facilitated by Urban Alliance
- Management experience for 1-2 team members supervising and mentoring interns
- Meaningful corporate social responsibility
- Impactful mentoring to local youth
- Opportunity to hire interns post-program

Urban Alliance:

- For a fee of \$18K per intern, UA serves as the employer of record, pays interns directly and assumes all liability and FICA fees
- Facilitates training of both interns and mentors
- Assists with the design of the intern experience and offers 24/7 support

Interns will:

- Complete 100+ hours of soft skill development training
- Earn certifications in either apartment leasing or maintenance
- Gain 500+ hours of hands on experience, earning up to \$9,500
- Receive ongoing training from Urban Alliance case managers



First year accomplishments in UA's DC region

- 23 industry partners and grantmakers
- 20+ interns completed National Apartment Assoc. Certified Apartment Leasing Professional (CALP)
- 10 interns participated in Certified Apartment Maintenance Technician training (CAMT)
- 2 interns offered full-time roles (so far)

Inaugural partners and funders

AKA · Bell Partners · Bernstein Management Corporation · Bonaventure · Bozzuto · Brookfield Properties · Diane and Norman Bernstein Foundation · Fairfield Residential · Gables Residential · Gates Hudson · Greystar Real Estate Partners · Horning Brothers, Inc. · Jair Lynch Real Estate Partners · JBG Smith · LCOR, Inc. · Nest DC · National Apartment Association · Penzance · PREA Foundation · Roost DC · Somerset · Van Metre Companies · Washington Housing Conservancy

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