Our mission is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.
Students growing up in underserved communities often don’t know what career opportunities exist, nor do they realize that a professional career is attainable, putting them on a lifelong path of underemployment and unable to reach their true potential. In addition, the disparity between what students are taught in the classroom and what’s needed for success in the workplace continues to widen, exacerbating the challenges faced by many of today’s youth. This skills gap, coupled with inequitable access to professional career opportunities for those in the lower socio-economic tiers, creates division in the job market and impairs economic mobility for those that need it most.

Closing these skills and opportunity gaps is an urgent economic and social imperative. It is estimated that 65% of all jobs in the U.S. require some postsecondary education and training, yet millions of youth are not on the path to obtain postsecondary education nor are they connected to the workforce, equating to the taxpayer burden of $93 billion annually in lost revenues and increased social services. It is clear that much work needs to be done to close our nation’s educational achievement and economic opportunity gaps.

With our partner network of schools, businesses, and funders who recognize the importance of youth career-readiness, Genesys Works is tackling these problems head-on.

By giving students the opportunity to succeed in a professional work environment while still in high school, we can spark interest in new career possibilities, empower students to attain career success, and help them achieve sustainable economic futures.

We achieve our mission through a proven core program model that includes:

- **Professional and essential skills training** over the course of 8 weeks before the senior year of high school.
- **12-month paid internship** where students work 1,000 hours in a professional job while in high school, earning on average $13,000.
- **One-on-one mentoring** from staff, supervisors and workplace colleagues.
- **College and career coaching** on postsecondary options and career pathways.
- **Alumni support** through college and into the workforce.

But we don’t do this alone. Each of you, whether a funder, supervisor, teacher, or business leader, plays an integral role in helping to change the trajectory of life for our young professionals.

Together, we are catalyzing meaningful change in the lives of our students, their families, and the communities we serve. Thank you for being our partners in this important work.

"Our metrics are exciting because of their volume, but they are meaningful because they reflect deep impact on people’s lives. And it is possible because our community in Washington, D.C. region is committed to providing our exceptional young people with opportunity. And for Genesys Works students, an opportunity is all they need to put their gifts to work."

— Mioshi Moses, Executive Director, Genesys Works National Capital Region
2019 RESULTS

145 STUDENTS SERVED
Class of 2019 interns: 35
Class of 2020 trained: 59
Active alumni: 51

$356,004 TOTAL STUDENT EARNINGS

WHO WE SERVE

NATIONAL IMPACT

98% Students of color
42% African American
27% Asian
17% Hispanic
2% Caucasian
2% Multiracial
10% Other

71% First-generation college students
71% Qualify for free or reduced lunch

$9,497,065 TOTAL EARNINGS OF YOUNG PROFESSIONALS

$45-50K Median earnings of employed alumni
25% earn more than both parents combined
72% earn the same or more than at least one parent

13.4x SOCIAL RETURN ON INVESTMENT

3,781 Total students served
249 Total corporate partners
108,360 Total hours of skills training

OUR LOCATIONS

Bay Area
Chicago
Houston
National Capital Region
New York
Twin Cities

College enrollment rate 88%
Rate of degree attainment vs. peer group 3.5x
Corporate partners 24
Donyé’ Dailey will graduate high school from West Potomac High School with a year’s worth of business technology experience from her Genesys Works internship at CALIBRE Systems Inc. Not many high school seniors from her area get to spend their afternoons working at a Fortune 500 company in Alexandria. Donyé’ is taking full advantage of this experience. She knows she wants to study accounting at either Virginia Commonwealth University or James Madison University and then enter a master’s program in financial engineering.

It’s because of the meaningful experience during her internship that she feels confident about her future. “Every day is a memorable day at CALIBRE, but I will say the most memorable day was when I helped my supervisor Del-Von with the audit,” Donyé’ said. “We did very well and helped him get 100% on it, which made me very happy.” Donyé’ has a solid foundation to reach the economic mainstream, and she is responsible for all the success that comes her way.

My favorite part of my job is the constant learning throughout the time I’m there. I have very nice co-workers and a supervisor who is always willing to help me.”
— Donyé’ Dailey, Class of 2020, West Potomac High School
For 10 years, Kirkland & Ellis has hosted over 100 interns, beginning in Chicago and expanding to other Genesys Works cities across the country. This is the fourth year that Kirkland hosts interns in their Washington, D.C. office. Brad Koerber is an intern supervisor in the technology support department. "I get so much joy out of working with Genesys Works interns," Brad said. "It is important for us to give these young professionals a taste of what life will be like when they finish school."

During their time at Kirkland, interns become comfortable working in a fast-paced office environment and interacting with all levels of users, according to Chris Thomes. This commitment to developing young people while in high school is evident in Kirkland & Ellis’ long-tenured partnership with Genesys Works. "[Our partnership] gives these young professionals the opportunity to set themselves up for success in the future." When young people are set on a path toward success, Kirkland & Ellis knows that the impact is felt in their family and their community as well.

“\nThe importance of working with an internship program is that it allows us to make a difference in our community.”
— Chris Thomes, Director of IT Service Delivery
Tien Pham, Class of 2019, George Mason University and college intern at Apple Federal Credit Union

Tien Pham remembers his time in the Genesys Works program as a valuable experience which helped him validate the field of study he would pursue in college. In high school, he spent afternoons working at Apple Federal Credit Union. “I absolutely enjoyed working alongside my team,” Tien said. “They are, without a doubt, fun to work with and knowledgeable. My team leader, Tony Hunt, has done an amazing job assembling our team. To me, these guys are much more than just co-workers, they’re family.”

Today, Tien is studying at George Mason University, and he continues to work at AFCU as a college intern. Participating in Genesys Works has led him to study cyber security engineering, where he will surely find sustainable success.

“Genesys Works has allowed me to have a glimpse into the career field that I was looking at. It helped me gain skills in the workplace, both professionally and technically.”
— Tien Pham, Class of 2019
Three years ago, McKinley Technology High School in Northeast D.C. began partnering with the Genesys Works program. According to the Director of Information Technology Academy, Robert Holm, the partnership made sense because “Genesys Works is a great program for bringing our students to the next level of professionalism and the next level of planning their futures.”

Because there aren’t enough spaces in the school schedule to provide students with hands-on workshops, participating in a Genesys Works internship affords them that opportunity.

Four Genesys Works interns attend McKinley Tech, and the number has increased each year of the partnership. High school youth in D.C. are fully capable of providing value through a corporate internship, and it’s thanks to our dedicated school partners that we can connect motivated youth to sustainable futures.

“It’s important for us to partner with Genesys Works because we want to provide opportunities for students who want to take it to the next level in their pursuit of an IT career.” — Robert Holm, Director, Information Technology Academy

Sowls Seek Supplemental Programming

Robert Holm, Information Technology Academy, pictured with students Trahmon Harris, Jalen Terrell, Nasir Davis, and Karen Oliver.
It takes dedicated partners for the Genesys Works program to work. Corporate partners provide internship opportunities for our program participants and cover part of the costs by doing so. Funder partners help close the gap between what our companies pay and how much it costs to run the program. We are grateful for all of our supporters who directly impact the lives of students each day. The Clark Foundation shares their perspective as an important funder in NCR:

The A. James & Alice B. Clark Foundation is pleased to support Genesys Works National Capital Region as it expands its important work into the District of Columbia. We believe that with a strong foundation and infrastructure, nonprofit organizations can create the environment to achieve their mission in new and unique ways. Our investment was designed to help facilitate the growth of the GWNCR program through support of the organization’s operations.

We are excited to support the development and expansion of the cohort of interns in the District of Columbia, encourage the school partnerships and support the students as they enter jobs and careers that will lead to economically sustainable lives." — Ryan Palmer, Director of DC Community Initiatives
Thank You Supporters

Genesys Works is able to make a difference in the lives of our students because of the financial contributions made by our generous donors. Through your gifts, we are moving more students out of poverty and into the economic mainstream. For these gifts, we are most grateful.

$250,000+
A. James & Alice B. Clark Foundation

$50,000+
Capital One
Walton Family Foundation

$20,000+
AT&T
Bank of America Charitable Foundation

$10,000+
Citi Foundation
John Edward Fowler Memorial Foundation
The Richard E. & Nancy P. Marriott Foundation

$5,000+
Phillip & Angela Carrai
Vito Germinario

$2,500+
Elaine Beeman
TechSource Inc.

$1,000+
Michael DeMarco
Alexander Hahn
Jacques Kerrest
Sadhvi Subramanian

Up to $1,000
Ben Fenuku
Laura Giangiuli
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Karyn Wills
Jason Young

School Partners

Fairfax County Public Schools
Bryant High School
Falls Church High School
George Marshall High School
Justice High School
Lee High School
Mount Vernon High School
South Lakes High School
West Potomac High School
West Springfield High School

District of Columbia Public Schools
H.D. Woodson High School
McKinley Technology High School

District of Columbia Public Charter Schools
Friendship Collegiate Academy
Friendship Technology High School
The collaboration between Genesys Works and our corporate partners is at the heart of our success. We want to thank the following companies for providing life-changing work opportunities to our young professionals.
Elaine Beeman becomes Genesys Works advisory board chair.

AT&T, Capital One, Kirkland & Ellis, and OKTA help students with financial literacy, building a personal brand on social media, and practicing professional sales pitches.

GWNCR holds its first Signing Day where students sign their internship contracts with Genesys Works.

Capital One provides volunteer support by interviewing prospective class of 2020 young professionals to help with selection.

ATPCO hosts 7 young professionals in its first year partnering with Genesys Works.
**2019 Financial Report**

**INCOME STATEMENT (UNRESTRICTED)**

**INCOME**
- Earned Income: $423,456, $495,424, $757,614
- Contributed Income: $145,173, $546,848, $729,267

**TOTAL INCOME**
- $568,629, $1,042,272, $1,486,881

**EXPENSES**
- Student Wages: $170,926, $207,735, $364,119
- Other Program Expenses: $363,881, $443,190, $552,996
- General & Administrative: $92,639, $144,446, $107,210
- Fundraising: $61,335, $132,980, $114,598

**TOTAL EXPENSES**
- $688,781, $928,351, $1,138,923

**NET UNRESTRICTED INCOME**
- $(120,152), $113,921, $347,958

**BALANCE SHEET**

**ASSETS**
- Cash and Cash Equivalents: $36,775, $225,834, $86,217
- Accounts Receivable: $58,488, $137,609, $118,767
- Other Current Assets: $17,162, $71,867, $470,594
- Property & Equipment (Net): -

**TOTAL ASSETS**
- $112,425, $435,310, $675,578

**LIABILITIES**
- Accounts Payable: $1,138, $2,846, $10,396
- Other Liabilities: $62,918, $235,175, $139,936

**TOTAL LIABILITIES**
- $64,057, $238,021, $150,332

**Unrestricted Net Assets**
- $48,368, $162,289, $510,246

**Temporarily Restricted Net Assets**
- - $35,000, 15,000

**TOTAL NET ASSETS**
- $48,368, $197,289, $525,246

**TOTAL LIABILITIES AND NET ASSETS**
- $112,425, $435,310, $675,578

**INCOME AND EXPENSE GROWTH**

**2019 EXPENSE BREAKDOWN**

$1,138,923 TOTAL EXPENSES

- Program Expenses: 48.6%
- Student Wages: 32.0%
- General & Administrative: 9.4%
- Fundraising: 10.0%

66.5% OF EXPENSES FUNDED BY EARNED INCOME
GENESYS WORKS NATIONAL CAPITAL REGION BOARD OF DIRECTORS

Elaine Beeman, Chair
Senior Managing Director; Civilian Portfolio Lead, Accenture

Phil Carrai
President, Technology & Training Solutions Division, Kratos Defense & Security Solutions

Matt Clyne
President & CEO, PayTech Trust

Michael DeMarco
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Executive Director

Krystal Stackhouse
Senior Program Manager

Jasmine Froe
Program Coordinator

Rumsha Ahmed
Program Coordinator

Zoya Virk
Operations Administrator

HOST A YOUNG PROFESSIONAL
Access an untapped pipeline of motivated, diverse talent who bring immediate value to your organization

BECOME A SCHOOL PARTNER
Contact us to make the Genesys Works program possible for qualified students in your school

HIRE ALUMNI
Join the growing list of partners who engage college students to fill essential workplace needs

DONATE
Make a contribution and impact a student’s future

VOLUNTEER
Give the gift of your time at one of our many events throughout the year

JOIN OUR TEAM
Be a part of the Genesys Works movement and impact lives today

INSELF
GET
INFORMATION
NCRINFO@GENESYSWORKS.ORG
Sparkling Sustainable Futures