



STEP UP
CHATTANOOGA

A LEADING YOUTH WORKFORCE
DEVELOPMENT PROGRAM OF THE
PUBLIC EDUCATION FOUNDATION

STEP-UP Chattanooga:

- A robust summer youth employment program that places high school students in paid internships with Chattanooga's best employers.
- Addresses the needs of students and businesses for the benefit and economic development of the whole community. Young people face many barriers as they try to gain critical skills needed to begin a meaningful career. These obstacles are even greater for underrepresented students from low-income backgrounds.
- Seeks to connect businesses with the next generation of talented and diverse workers to build a stronger workforce for our knowledge-based global economy.



STEP-UP Chattanooga began with three champion investors, Public Education Foundation, Benwood Foundation, and BlueCross BlueShield Tennessee Health Foundation. These investors committed to funding the program for the first two years (2016-2017). As we enter our fourth year, PEF consistently works to raise the \$350,000 annually to continue the program to provide wonderful experiences for the students in Hamilton County Public Schools. Since the launch of **STEP-UP Chattanooga** in January 2016, PEF created 76 STEP-UP internships at 46 businesses in the summer of 2016. During the second year, Summer

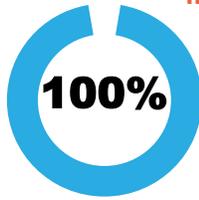
2017, 153 interns worked in 97 Chattanooga area businesses. In Summer 2018, 86 businesses hired 132 interns. Our goal is to continue to change the lives of students by creating more internships at more companies in the summer of 2019.



IMPACT:

While it will take years to assess the long term impact of the program, our feedback is extremely promising.

Intern Satisfaction:



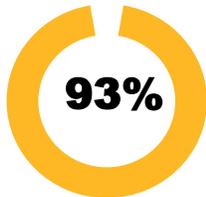
would participate again if given the opportunity

9 out of 10 interns would recommend STEP-UP to their friends.



were satisfied with training

Employer Satisfaction:



described their interns as "work ready"



impressed with their intern's willingness to learn new skills & approaches

The Economic Impact Of STEP-UP CHATTANOOGA

More than **\$220,000** in earnings for interns & their families. Interns worked more than **25,000** hours.

2017 The average intern:

- Earned **\$8.77**/hour
- Worked **7 ½** weeks

More than **\$100,000** in earnings for interns & their families. Interns worked more than **12,000** hours.

2016 The average intern:

- Earned **\$8.15**/hour
- Worked **7** weeks

How We Know STEP-UP Yields Results:

"We were only going to hire one intern, both candidates were outstanding and we could not decide so we hired both."

—2018 STEP-UP Business Partner

"Our summer STEP-UP intern has been offered a PRN Physical Therapy Tech position. She was an asset..and we are thrilled to have her!"

—2018 STEP-UP Business Partner

"You are providing students an opportunity they have never been given before. Be patient and work with them, but know they are forever grateful. Aside from teaching lifelong skills and making connections, sometimes the money earned helps their family out in hard times. On behalf of fellow STEP-UP Interns, I would like to thank you."

— 2018 STEP-UP Intern

"I never wanted to come back to Chattanooga to work. I didn't know what was here for me. However, after working at EPB, I can see myself working here. It's a company that values the family atmosphere and that values diversity. EPB is the only reason I would come back to Chattanooga!"

—2017 STEP-UP Intern

"We think the STEP-UP Chattanooga intern program is great, and empowers and prepares young people for the workforce!"

—2016 STEP-UP Supervisor

