

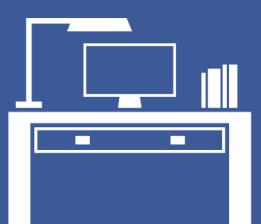


First Workings 2020 Annual Report

Work's a Dream

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A Letter from our Founder and Executive Director, Kevin Davis -

Dear Friends,

2020 saw First Workings respond to the COVID-19 Pandemic by refocusing our objectives from paid in-person internships with training limited by school schedules, to the provision of mentorships, underpinned by an extensive workplace readiness program and summer stipend.

There were several factors that made this possible, most notably the comfort our students had with interacting on Zoom, which was the result of their schools' incredible online teaching arrangements, put in place after they were shut down in early March. While across New York City, many public and charter schools had faced very understandable difficulties with online teaching, we were fortunate that the schools we work with had all overcome these challenges. The second critical factor was the fact that many senior level managers at our partner companies were available to conduct meaningful mentorship sessions, because they themselves were working from home, and had the time to do so. Finally, the herculean efforts of the team I am fortunate to work with, saw them to create and put in place an extensive schedule of very high-quality interactive workplace readiness sessions.

All these workplace readiness sessions, we divided students up into groups of no more than 30, so students felt comfortable participating either by speaking up or through Zoom's chatroom feature. In place of the salary they would have earned for an in-person internship, students who participated in the workplace readiness program were able to earn a stipend of up to \$500, depending on their attendance and their level of engagement with these and the mentors our students were assigned to.

In addition to these training sessions, the team assembled a wide variety of leaders, across multiple industries, who provided insights on their businesses and job functions. This included panels on a variety of industries, along with interactive sessions focusing on Financial Literacy with Goldman Sachs, Salary Negotiations with ClearBridge Compensation Group and FinTech with TradeWeb.

Beyond these exceptional offerings, we provided optional mental health check-ins, where program participants could share their fears and concerns. Because these check-ins took place during some of the worst months of the pandemic and also during the racial equality protests, they were very highly attended. I am very pleased to report that the vast majority of our board members provided mentorships along with some of the industry or mental-health related enrichment sessions.

Taking the above together, we feel that First Workings provided a safe space for our students, and a level of human interaction that they were missing after their schools closed for the summer holiday.

Another very successful outcome of 2020's re-engineered program, and our students' comfort with Zoom, has been First Workings' ability to very significantly develop and expand our Alumni program. The virtual environment has allowed us to host an average of four workshops a month with a majority of the topics influenced by alumni feedback. Alumni workshops are hosted by both First Workings and our Corporate and Community Partners. Workshops hosted by partners have exposed our students to a larger net of industries and have broadened their professional skill sets. We have added a number of very exciting partnerships, which include Columbia University's Teachers College, The Jesse Kolber Foundation, and Hit The Books. We have already seen a great deal of engagement with these efforts and we intend to expand our offerings even further, to include job-postings from corporate partners who have reached out to us to assist with their efforts to broaden the diversity of their workforces. Our goal is to provide alumni members with the necessary professional tools to help them navigate throughout college and when entering the workforce. We look forward to continuing to expand our alumni programming while leveraging our partnerships to provide more opportunities for our growing alumni network.

Looking forward to 2021, it seems like there is a strong likelihood that we will once again be substituting mentorships in place of in-person internships. This is because we expect some companies to be reluctant to hire high school interns during the pandemic, even if the vaccine has been widely distributed by then. In any event, we are confident we will be able to use the virtual environment to create a community amongst the 2021 cohort, expand workplace readiness training from five to seven sessions, and continue our mission of helping our students gain social capital, and workplace readiness skills to broaden their horizons.

First Workings

Mission & Vision

Our **mission** is to help high achieving, high potential students from some of New York City's most underserved and underrepresented communities gain social capital and workplace readiness skills to broaden their horizons.

Our **vision** is to empower First Workings students to overcome many of the structural barriers that typically limit upward social-economic mobility.

We accomplish this by partnering with leaders from a wide variety of industries who provide our students with specialized training, paid internships, or one-on-one mentorships.

The First Workings Team



Kevin Davis
Founder,
Executive Director



Yasmin Sanders-Fathi
Director of
Corporate Engagement



Katie Begley
Director of
Alumni Programming



Jharol Aguirre
Program Manager

2020 Student Recruitment

The 2020 Recruitment Cycle consisted of twelve in-person school presentations, followed by an online application. Prospective students were required to submit one teacher recommendation and interview with the First Workings team. The in-person interviews provided many students with their first professional interview experience.

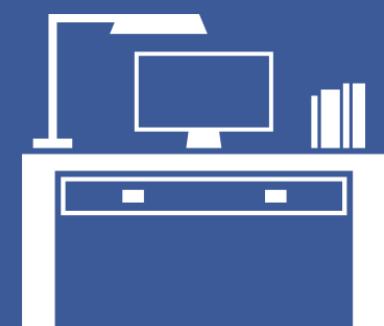


30%
**Acceptance
Rate**

4
**Boroughs
represented**



48
**Students
Accepted**



First Workings

70
**Students
Interviewed**

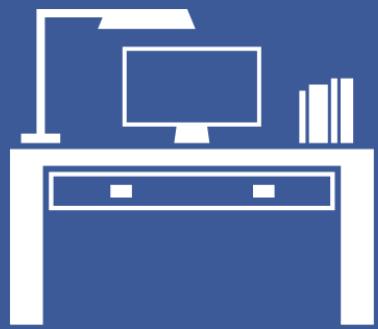
159
**Applications
submitted**

3.5
**Average
GPA**

11
**High
Schools**

The 2020 Cohort

First Workings collects demographic information about all students throughout the application process. This year, we established a 3.5 GPA cut off in response to changes in our program capacity. We are incredibly proud of our 2020 cohort!



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70%
First
Generation
College
Students



3.8
Average
GPA

80%
Female

85%
Bilingual

100%
Involved in
Extra
Curriculars

89%
Identify as a
Person of
Color

20%
Male



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Professional Skills Training

When COVID-19 forced the whole world to go virtual, we saw this as an opportunity to expand Professional Skills training from two in-person sessions to five virtual workshops. Our curriculum included (1) Communication in the Workplace (2) Hard & Soft Skills (3) Interview Skills (4) Values & Boundaries and (5) Diversity in the workplace.

98%

Found FW
workshops
useful for
professional
development



100%

Identify DEI
in the
Workplace

94%

Can identify
personal and
corporate
values

95%

Confident
Networking

97%

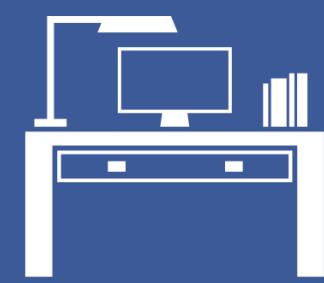
Average
Attendance

100%

Confident making
positive
impression in
virtual meeting
spaces

96%

Can identify
strengths &
weaknesses and
speak to them
during
interviews



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100%

Confident
sending
professional
emails



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Enrichment Workshops

In addition to the five mandatory professional skills workshops, we worked closely with our partners to provide additional non-mandatory workshops to this summer's workplace readiness curriculum. First Workings students had the opportunity to opt in to all workshops they were interested in. We are grateful to our partners for participating!



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One-on-One Mentorships

In March 2020, we made the difficult decision to cancel all in-person internships. To fulfill our mission of helping students gain social capital, and broaden their horizons, we developed a virtual mentorship program by matching students with professionals in their desired industry.

48

STUDENTS

30

COMPANIES

41

MENTORS

11

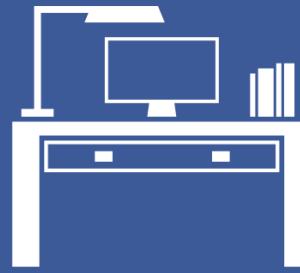
INDUSTRIES

3+

ONE-ON-ONE
MEETINGS

83%

Plan on staying connected with their mentors



First Workings

100%

Recommend First Workings to their Peers

92%

Rated their mentorship experience favorable or exceptional

92%

Consider their mentor to be good match for their career interests, and goals

90%

Comfortable asking mentors for college and career help



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Best Part of Mentorship

At the conclusion of the First Workings Professional Skills Training curriculum and Virtual Mentorships this summer, we successfully collected feedback from 100% of the 2020 Cohort. We are thrilled to share anecdotal evidence of this summer's success, and impact on our students!

"The best part of my mentorship was that I was able to network and learn about the many roles of a hospital. My mentors have successfully solidified my desires of pursuing the health field."

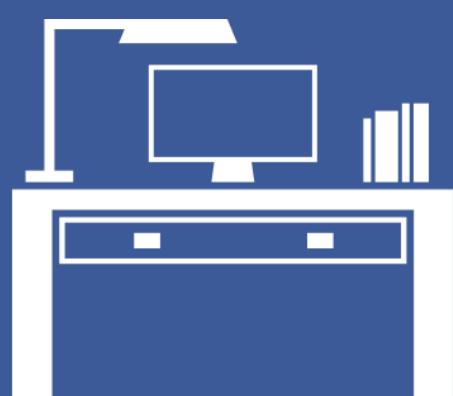
"The best part of my mentorship was professional development. My mentor helped me create a professional LinkedIn, and he even gave me advice on searching for jobs. I will take this with me for my whole career."

"The best part of my mentorship was that my mentor introduced me to other professionals within subdivisions in her company whose jobs might appeal to me."

"The best part of my mentorship was building a real relationship with my mentor outside of our mandatory meetings, which branched off into conversations on college help, career readiness, and even talking about a future internship once it is safe to do so."

"The best part of the mentorship was having the opportunity to join the MidOcean Partners brainstorming meetings which allowed me to see some of their core values, strategies and collaboration with one another."

"I can honestly say that my conversations with my mentor have been the highlight of my summer. I have felt my communication skills evolve due to his advice. Some might even say I got my first real job because of his interview advice."



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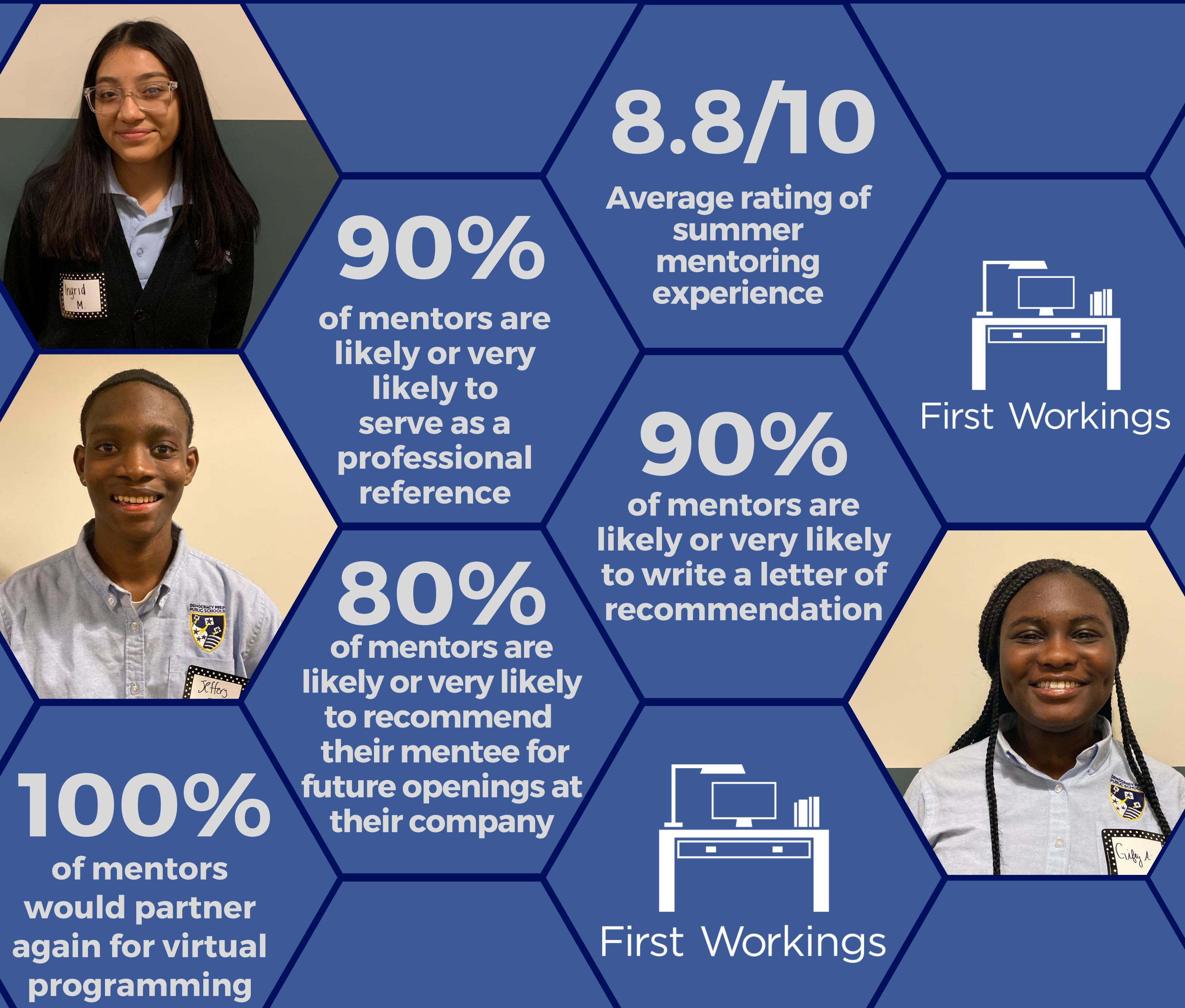
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Social Capital

Our mission is to help high achieving students from NYC communities that are underrepresented and underserved gain social capital and broaden their horizons. We surveyed our mentors to measure our success in helping First Workings students establish connections that will help them academically, professionally and socially.



Alumni Programming

We significantly strengthened our professional development programming for our growing Alumni network throughout 2020. The virtual environment gave us the capacity to host an average of four workshops a month, conduct individual meetings with alumni, and collaborate with new and existing Corporate Partners.

Compensation Negotiation
workshop hosted by new partner, **ClearBridge Compensation Group**



5
Job placement specialists from **STHree** host **Resume Development Workshop**



8
Panelists from **PJT Partners** host **Virtual College Fair**

QuestBridge Scholarship Admissions Counselor & Alumni Scholarship Recipient Q&A

Entrepreneurship and Building a Brand workshop hosted by new partner, **Woodley Lowe**

2
Mental Health and Wellness workshops hosted by Board Member, **Dr. Eyal Shemesh of Mount Sinai**

235
First Workings Alumni across six cohorts

4 Virtual Workshops per Month

5 Columbia Teachers College Professionals host **College Essay Writing workshop**



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Corporate Partnerships

Working in partnership is a core value at First Workings. We recognize our work would not be possible without the support and engagement of over 60 companies across NYC. We are grateful to our new and returning corporate partners who provide valuable internship and virtual mentorship experiences to our students.

Business + Finance			
Morgan Stanley	KPMG	LAZARD	Nasdaq
Goldman Sachs	GTIS PARTNERS	CVC CAPITAL PARTNERS	CORTEC Group
J.P.Morgan	WELLS FARGO	MIDOCEAN Partners	Mercer III Partners
PJT	Tradeweb	GREYSTONE	CORVUS
Law			
US Department of Justice	WLRK WACHTELL, LIPSON, ROSEN & KATZ	haynesboone	HERRICK
MINTZ	WHITE & CASE ORTOLI ROSENSTADT LLP	SERLING ROOKS HUNTER McKOY WOROB & AVERILL LLP	WILLKIE FARR & GALLAGHER LLP
SACKS AND SACKS CONSTRUCTION ACCIDENT LAW FIRM SINCE 1977	PAUL HASTINGS		
Media + Communications			
HART Media	Ogilvy	SPLASH	tractenberg&co.
NSG SWAT			MOMENTUM Communications Group
Specialist Staffing Group	mezocliq BRAVEN FILMS	collab Fabrication Lab & Innovation Studio	ONE DIGITAL
	reimbursify		VAYNERMEDIA
Film & Tech			
		STICK FIGURE	
		openfin	CS CARVE SYSTEMS, LLC
Medicine & Health Care			
NewYork-Presbyterian	american family care URGENT CARE	Mount Sinai	Lenox Hill Hospital Northwell Health
			SOLLIS HEALTH
Dental	Architecture & Real Estate	Fashion	Non Profit & Education
POLLACK PERIODONTAL ASSOCIATES, PC	RAND	BANDIER	Avenues THE WORLD SCHOOL
mds manhattan dental spa	Gemdale USA	RAMY BROOK	PUBLIC AGENDA
	VIDARIS	COLIN COWIE LIFESTYLE	The Rockefeller University
		HATCH	Child & Family Services
			DEMOCRACY PREP PUBLIC SCHOOLS



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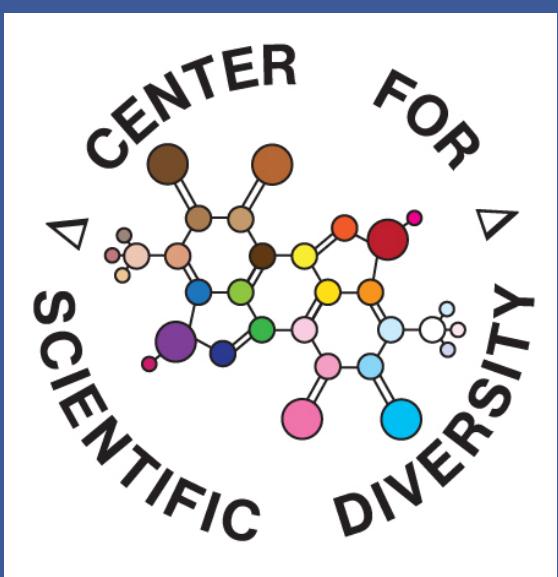
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New Partnerships

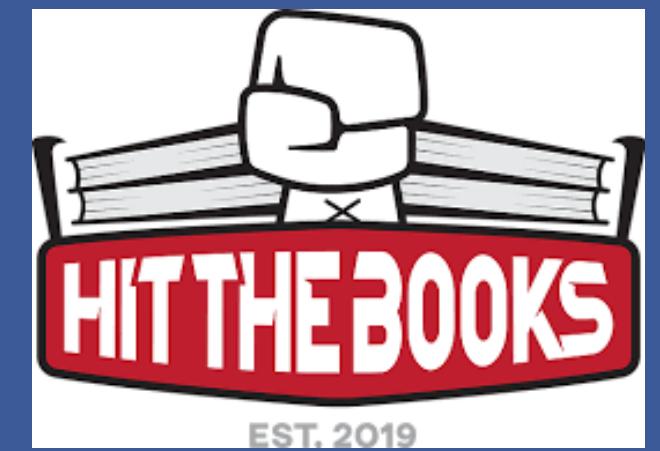
In 2020, First Workings focused on developing new community and corporate partnerships in effort to strengthen Alumni Programming and virtual services. Thank you to all of our new and returning partners who have committed to facilitating virtual alumni programming, without whom our program expansion would not be possible.



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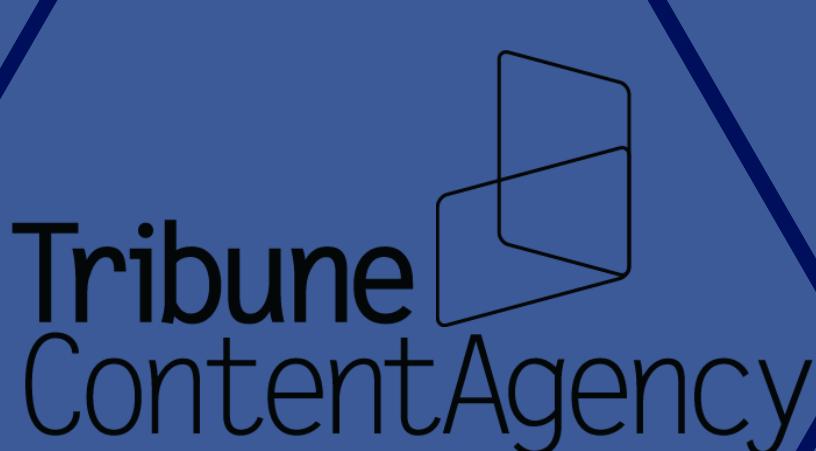
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First Workings in the News

In response to the COVID-19 pandemic, First Workings quickly piloted a brand new virtual curriculum and mentorship program. First Workings played a pivotal role in continuing to provide NYC youth with valuable summer programming when many in-person opportunities were cancelled. We are thrilled for our story to be featured in the following publications:



Bloomberg



Forbes

DAILY NEWS

CRAIN'S
NEW YORK BUSINESS



Bloomberg
Law®

Entrepreneur



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Fundraising & Board

First Workings made significant changes to the Board of Directors this year with the addition of two new members, Zack Klion of PJT Partners and Ralph Jonshon of Democracy Prep Charter School Network. We are incredibly grateful to all of our supporters that have contributed to our fundraising efforts in 2020.



Our Board of Directors

