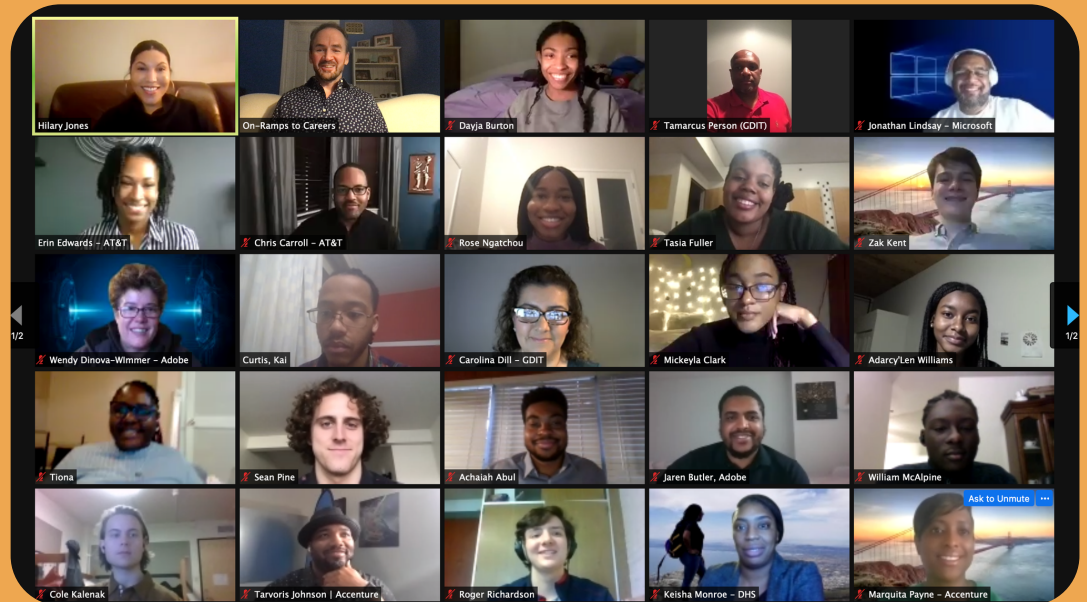




ANNUAL 2021 IMPACT REPORT



On-Ramps to Careers

Engage A Student. Inspire a Career.

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Message from the Board Chair

Dear On-Ramps Partners,

This year we've been particularly grateful for the impact that you've helped us make in connecting students in underserved communities throughout the Nation's Capital to career paths in the technology field. In addition to growing our 2021 internships, apprenticeships and training, together we've continued to empower our alumni over the past nine years. We're thrilled that our 2021 Alumni survey revealed that:

- 89% of alumni are now enrolled in college or graduated compared to 39% of other Washington, DC students.
- 76% entered STEM majors compared to 18% nationwide, and 12% of Black students.
- 100% graduated from high school, compared to 68.2% of all DC high school students.
- 98% said the experience clarified their career goals.

In 2021 we doubled our number of employer hosts enabling us to reach even more talented, motivated and underserved minority youth. We also deepened our partnerships with employer groups, like AFCEA DC and partners like CareerWise DC where we placed 6 of our Alumni in three-year apprenticeships with our long-time partners, Accenture and the DC Office of the Chief Technology Officer. Our funding partners grew as well – adding the Lever Fund to our major donors alongside AT&T, Accenture, Verizon and so many other generous donors.

Perhaps most exciting is our new STEM Pipeline Promise, a larger vision and strategy to reach younger students and support our alumni all the way through college or post-secondary training and into career placements. You'll find a brief overview of our new STEM Pipeline Promise strategy in this year's Impact Report, as well as the demographics, outcomes and testimonials of the people who matter most – our participants.

Thank you again for helping us to make this a year to remember. We look forward to engaging many more students and inspiring many more careers with your support again in 2022!

Monique LeNoir



Monique LeNoir, Board Chair

Alumni Testimonials

“

In the summer of 2020 I graduated with my Bachelor's Degree in Computer Info Systems. Since then, I've gone on to start full time at Texas Instruments as an Analyst on the IT Security Compliance Team. I had the privilege of interning three times with On-Ramps with Athletech, Microsoft, and the Carlyle Group, and this opened so many doors for me.

The people associated with On-Ramps have helped me so much with resumes, elevator pitches, as well as a lot of hard skills I've learned from the internships. These internships look stellar on my resume for other employers such as Intel, the IRS, the Carlyle Group, and Texas Instruments and was a determining factor for a lot of the scholarships I received throughout college.



Brittany Young, IT Security Compliance Analyst at Texas Instruments & 3x On-Ramps Alumni



Steve Henry, Security Analyst at Accenture & 3x On-Ramps Alumni

“

I am very grateful that On-Ramps introduced me to Accenture, as I have recently accepted a full-time offer as a Security Analyst at the company. I have created lasting connections at Accenture and On-Ramps, and I am excited to see what the future has in store for me. I believe that On-Ramps is providing amazing opportunities for young people to grow professionally and as a person.

Board Members



Monique LeNoir,
Board Chair
National Director of
Communications, UNCF



Neenia Barlatt-Higgins,
Vice Chair
Management Consultant,
Accenture



James Vollman,
Treasurer/Secretary
President, Advanced
Workforce Systems



Christopher A. Carroll
Regional Director, External &
Legislative Affairs, AT&T



Frederick Henry
Director, Strategic Growth
Initiatives, SAIC



Stephanie Johnson
Business Information Security
Officer, Children's National
Hospital



Nigel Rosser
Manager of Operations,
Pepco Holdings



Bashiya J. Williams
Marketing Program
Manager, Amazon Web
Services



2021 By the Numbers

215

INTERNSHIPS

Up 43% since 2019, despite the pandemic



32

EMPLOYERS

Nearly doubled from last year

20

HIGH SCHOOLS

Across Washington DC

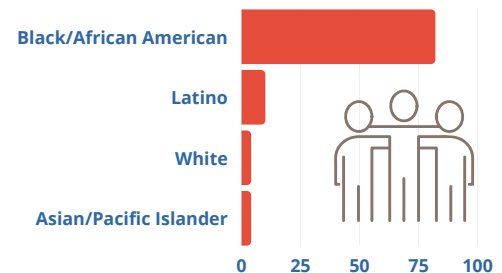
868

INTERNSHIPS TO DATE

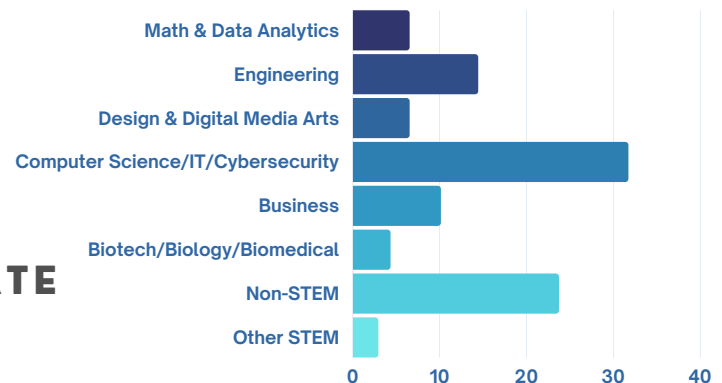
Over 8 years

DEMOGRAPHICS

96% of On-Ramps Interns identify as a Person of Color



COLLEGE MAJORS



COLLEGE ENROLLMENT

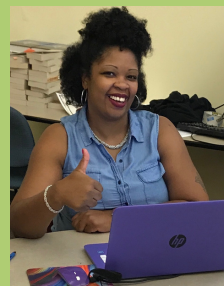
89%



compared to 39% District-wide are currently enrolled in College/Certification Program, or have obtained a College Degree (Associates, Bachelor's or Master's level)

MAJORITY FEMALE

On-Ramps Alumni are
53% Female
46% Male
1% Non-Binary



STEM MAJORS

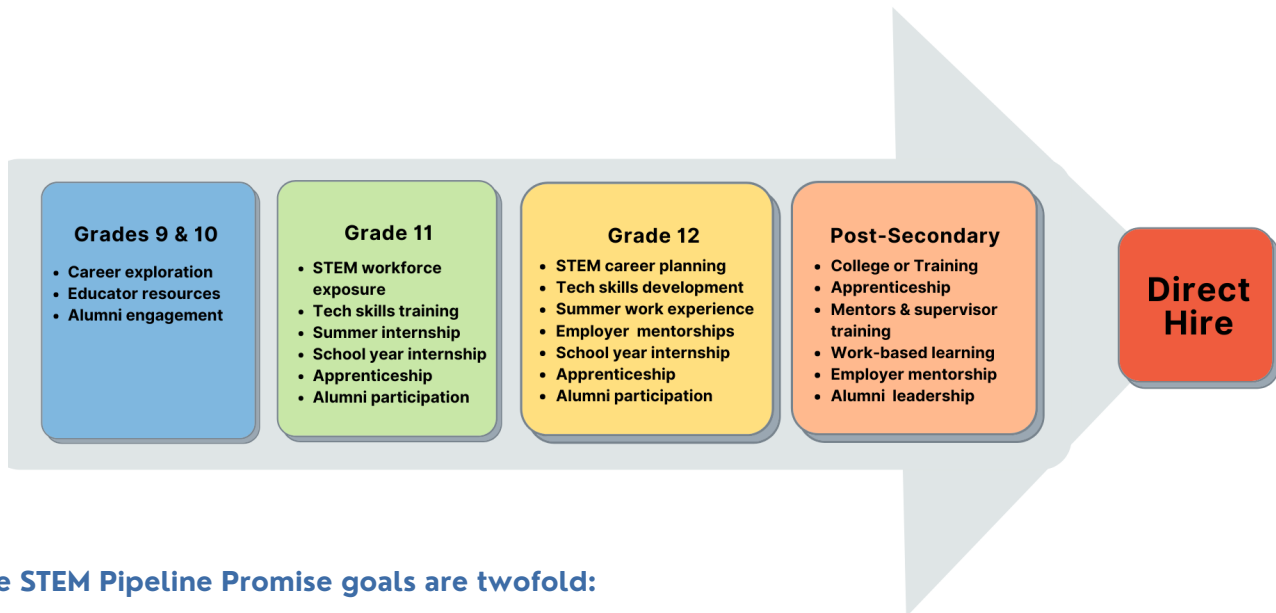
76% of Alumni that are enrolled in College or obtained a College Degree, had a STEM Major compared to 18% nation-wide

Top 5 Majors Include:

- Computer Science
- IT
- Cyber Security
- Engineering
- Business Administration

Our New STEM Pipeline Promise

On-Ramps' new STEM Pipeline Promise is our expanding vision and strategy to reach students earlier and support them all the way through college or post-secondary training and into their STEM career. We build on our extensive STEM education and employer partnerships to create a multi-year program that fully develops and empowers students through high school and college to their first jobs.



The STEM Pipeline Promise goals are twofold:

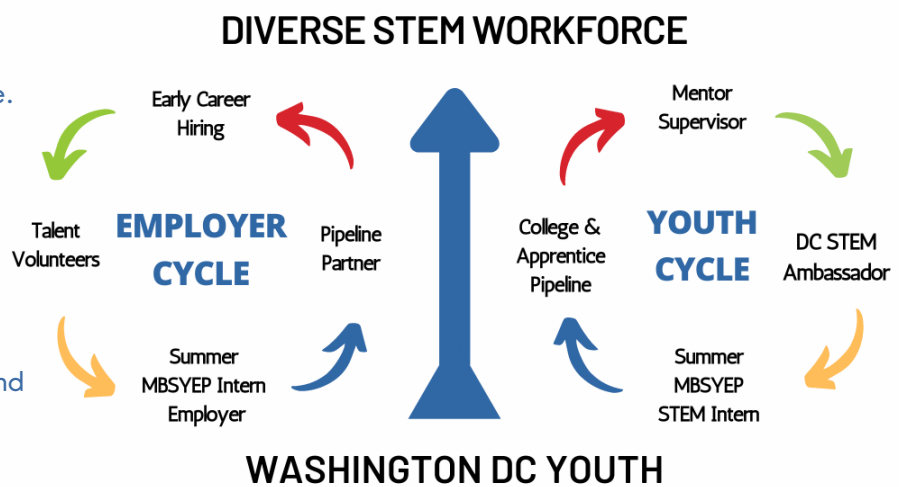
- Provide Washington DC young people with the multi-year work experience, counseling and mentoring needed to persist in STEM career paths through post-secondary education and all the way to hiring.
- Provide employers with a more coordinated talent development pipeline to more efficiently contribute and directly benefit from their investments in youth.

It addresses two key workforce challenges: ...

- The high attrition of under-represented students throughout the STEM talent pipeline.
- The difficulty for employers to navigate multiple programs and convert their investments into early career STEM hires.

... And leverages two virtuous cycles:

- Youth become ambassadors to employers and future interns as they grow in experience.
- Employers grow their engagement levels as they see the benefits of growing local talent.




Employer Hosts & Partners

Employer Hosts



Accenture
Acquired Data Solutions
Bloc by Block News
Dept. of Homeland Security
Dept. of Transportation
D.C. Dept. of Public Works
Edge of Yesterday
Enlightened
ETTE
Excella
Farmer Mac
General Dynamics IT
Georgetown UIS
Grocery Community Co-op
Homemade in DC
Hummii
Inadev
Indie Co.
iThriveHer
OCTO
PEPCO
Pro-Vizion
Progressive DC
SeeSquared
VEA
Vegan Skin
Virginia Tech University
Words Liive
We Uplift the World

Education Partners



Anacostia High School
Ballou High School
Banneker High School
Calvin Coolidge High School
CareerWise DC
DC Public Schools
DC Career Academy Network
DOES & MBYEP
Dunbar Senior High School
Eastern High School
Friendship Public Charter Schools
HD Woodson Senior High School
KIPP Public Charter Schools
McKinley Technology High School
Phelps ACE High School
School without Walls
Wilson Senior High School
Office of the State Superintendent of Education
NAF Academies of IT & Engineering

2021 Funders

WE EXTEND THANKS & GRATITUDE TO OUR AMAZING FUNDERS
FOR THEIR UNWAVERING GENEROSITY & CONTINUED SUPPORT!



AT&T



THANK YOU TO OUR MANY GENEROUS INDIVIDUAL DONORS.
YOUR SUPPORT EMPOWERS OUR NEXT GENERATION OF TECHNOLOGY LEADERS.



Get Involved

**TO BUILD A DIVERSE TECHNOLOGY WORKFORCE,
WE NEED YOUR SUPPORT!**

GIVE

With every dollar donated, you are investing in the talents of underrepresented youth and laying a vital role in ending racial inequality and closing the wealth divide. To be part of the change, make a donation today at onrampstocareers.org/donate

HOST

By hosting interns, you will be sparking a new STEM career, finding new talent, and working on a project that can benefit your organization. Fill out our inquiry form today! Tinyurl.com/hostwithonramps

VOLUNTEER

You have the ability to impact the lives of interns by donating your time and experience. We have the volunteer opportunities available throughout the year. See our calendar: onrampstocareers.org/events

CONTACT US



For more information, please contact:



Hilary Jones
Managing Director
hjones@onrampstocareers.org
(617) 620-5554

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On-Ramps to Careers



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