



SUMMARY

exalt is a nonprofit that provides a comprehensive, highly structured internship program linking education, mentorship and meaningful employment for New York City's neediest youth. **exalt's** mission is to transform the lives of youth along the spectrum of criminal justice involvement by equipping them with the skills and experience they need to be self-sufficient, self-fulfilled, productive members of society. **exalt** evolved out of a decade of its founder's experience founding and managing a similar, award-winning program for court involved youth at one of the city's largest alternative to incarceration agencies. **exalt** fulfills its mission by providing a cohesive program with four components:

- employment readiness and life skills training;
- paid internships in youths' fields of interest;
- post-internship group programming and individual services to assist youth transition from internships to further employment and/or educational activities;
- an alumni network that provides ongoing access to education and career development support and resources.

WHO WE SERVE

exalt partners with criminal justice agencies, high schools and other nonprofit organizations without the resources or expertise to provide internship-based employment programming. **exalt** recruits youth from these partners to serve a mixture of youth ages 15-20, both in and outside of the criminal justice system. **exalt** acts as a prevention for justice system involvement to those youth teetering on the precipice, and as a catalyst for integration into our economic mainstream for those who have already entered the system. Additionally, through our unique design, young people with criminal justice experience themselves act as a prevention intervention for their peers who have not fallen into the system.

HOW IT WORKS

- **exalt** provides services through distinct program cycles serving specific youth cohorts.
- Prior to the start of a program cycle, participants are selected through a competitive interview process from partner sources. Youth are selected based on interest and motivation to participate in new experiences and apply themselves to learning new skills;
- Selected youth must be enrolled in school or an educational program and **exalt** staff monitor their attendance, academic and behavioral performance.
- Selected youth participate in a five-week class, which runs Monday through Thursday, 4:30-6:30pm, building employment and life skills.
- Participants who complete the five-week training interview for and work in paid internships, for up to three months. Participants work up to 20 hours per week around their school schedules.
- Internships are developed to match youths' individual interests, maturity levels, and experience.
- During internships participants attend weekly two-hour classes to process and evaluate their experiences, continue learning in topics such as financial literacy and budgeting and plan for next steps including job searching and educational planning.
- After they complete internships participants attend a final full week of classes to synthesize lessons and revisit the positive peer network developed earlier in the program. Participants then attend seminars bimonthly for two months and monthly for the following four months to continue developing skills and advancing towards educational and career goals.
- After their 10 months of structured program experiences, **exalt** alumni have access to continued support and resources. Staff conducts regular outreach and **exalt** provides educational, career development and recreational opportunities for alumni on at least a quarterly basis.

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