The Development School for Youth (DSY) is a program of All Stars Project, Inc. which operates in six cities across the country and partners with hundreds of companies and thousands of professional volunteers each year. In the DSY, young people ages 16-21 learn to perform as professionals and partner with business leaders who conduct workshops and provide paid summer internships.

Young people meet once a week for 14 weeks and 100% attendance is required. Each week, they travel to a different corporate site for a volunteer-led workshop. Young people practice and develop networking and interview skills, learn to dress professionally, create a professional resume and build dozens of relationships with diverse business leaders. Those who complete the program are eligible for a paid internship the following summer.

WHAT MAKES ALL STARS DIFFERENT?

- Each All Stars program uses performance, onstage and off, to address, and reverse, the ways that poverty stifles development and limits opportunities in life.
- We reach ordinary young people — our programs are not just for the “best and brightest”. There are no academic requirements to join All Stars programs.
- Our programs are offered free of charge to young people and families who participate.
- We are 100% privately-funded and driven by volunteer involvement.

RECRUITMENT

We reach young people directly at public schools, on street corners, at public housing complexes and community centers and through word of mouth. Participation in the program is completely voluntary, and we relate to young people as decision makers and leaders. There is no GPA requirement to participate in the DSY. This is a program for ordinary young people who want to grow and develop.

PROGRAM PARTNERS INCLUDE*

*and more than 150 other leading corporate partners nationally
1 GET INVOLVED AND VOLUNTEER!
Join our dedicated, passionate supporters who come from a wide range of industries, backgrounds and neighborhoods. We offer both group and individual involvement opportunities. Types of Development School for Youth volunteer opportunities include:

**Corporate Workshops** Host a group of DSY students at your office to learn more about your company, industry and personal background. Guide the DSY students in the development of their professional skills in public speaking, how to “dress for success”, resume-writing and interview skills.

**Networking Events** Engage a group of DSY students during networking sessions and teach them how to connect and communicate with business professionals in a formal setting. Great for group volunteer outings!

**Mock Job Interviews** Host a mock job interview for an All Stars young person in your office.

2 HIRE INTERNS THIS SUMMER!
Each summer, over 400 All Stars graduates are placed at paid summer internships at over 150 corporate partner companies, large and small, representing diverse industries including real-estate, finance, technology, law and more.

**INTERNSHIP REQUIREMENTS**
- Internships are 6 weeks, from late June to mid-August 2020 and full-time, 30-40 hours per week
- Salary is SF minimum wage, paid directly to the intern
- $850 per-intern sponsorship/donation to All Stars in support of program quality and placement
- Internship supervisors attend an experiential training at All Stars to orient them to the DSY’s performance-based approach and share best practices for structuring the 6-week internship program
- Total intern cost based on a 35 hour week: $4,125
- Sample internship job descriptions available

3 BECOME AN ALL STARS SPONSOR!
It costs $5,000 to sponsor one young person to participate in the free DSY program.

During the program, each young person meets and interacts with dozens of adult professional volunteers as they learn to network, build resumes, interview, visit companies and speak with senior leaders, and develop their professional performance. All Stars and DSY are 100% privately funded. Please support the growth and advancement of the DSY by being a financial supporter. Ask us about recognition and class sponsorship opportunities.
DAVID GRUSKY PH.D.
Director, Center for the Study of Poverty and Inequality, Stanford University

“We’re partnering with the All Stars because they are an organization that has committed to breaking down segregation and to bring together very disparate worlds, and have demonstrated the power of doing so.”

THE HONORABLE SONIA SOTOMAYOR
Associate Justice, Supreme Court of the United States

There are causes that motivate me, that keep me excited about being a judge, and about being a human being. The [Development School for Youth] is one of those programs... As I am growing older, and as I hope to continue making contributions to developing my society, I realize that it’s meaningless unless the generation that follows me picks up the battle and continues it. And the battle is... to be better citizens, to be better family members, to be better friends, community members, and to give back to our society and make it better for everyone. This program, I believe, does that.

PETER LANGERMAN
Chairman, President & CEO, Franklin Mutual Advisers, LLC
Vice-Chair, ASP Board of Directors

What All Stars is doing – in an amazingly successful way – is giving young people many of those basic building blocks to let them be dynamic, productive, forward-thinking members of our society; to introduce them to parts of our world that they have little connection to – the impenetrable business environment, or a world where they just don’t feel confident interacting with people who look quite different from them. All Stars is about breaking down barriers that can trap people their whole lives.

RESULTS OF A 2019 ALL STARS PROJECT SURVEY DISTRIBUTED TO ALL CORPORATE INTERNSHIP SUPERVISORS AND INTERNS

<table>
<thead>
<tr>
<th>Quality</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Sponsors satisfied with the performance of their DSY intern</td>
<td>89%</td>
</tr>
<tr>
<td>Sponsors would recommend their company renew and/or expand the DSY program</td>
<td>93%</td>
</tr>
<tr>
<td>Interns reported they now have access to positive role models with backgrounds that differ from theirs</td>
<td>90%</td>
</tr>
<tr>
<td>Interns successfully completed the program</td>
<td>97%</td>
</tr>
</tbody>
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QUALITIES SPONSORS IDENTIFIED IN THEIR INTERNS:
- Hardworking
- Punctual
- Eager to Learn
- Professional

INTERN IMPACT ON THE WORKPLACE
- Inspired others
- Significant work contribution
- Workgroup Morale

ALL STARS PROJECT OF THE SAN FRANCISCO BAY AREA BOARD

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BONNY GILDIN PH.D.
Executive Director

KAIYA HARRIS THOMPSON
Associate Executive Director

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