

EY 2020 Virtual Summer DSY Internship



CONTENT

1

Background

2

Structure of
EY's Virtual
Program

3

Technology

4

Development
of Internship
Calendar

5

Workshops

6

Intern
Assignments
&
Presentations

7

Final
Internship
Presentations

8

Social Events

9

Role of EY
Internship
Leaders &
Coordinators

10

Role of the
Mentors

11

Role of the
Alumni
Ambassadors

12

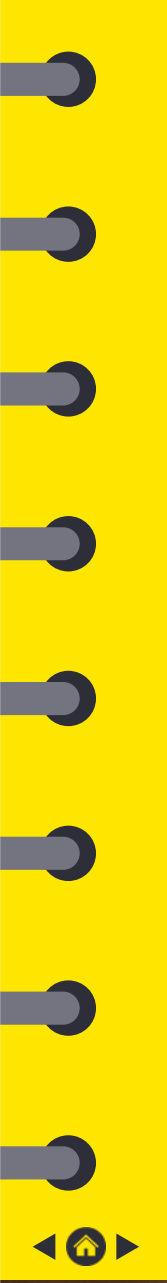
Takeaways



EY'S 2020 SUMMER INTERNSHIP WAS ENTIRELY VIRTUAL

EY 2020
Virtual Summer
DSY Internship

Any photos reflecting live sessions and non-social distancing are from our pre-COVID summer internships (2019 and prior). Our 2020 summer internship was developed and conducted exclusively in a virtual format.



BUILDING A BETTER WORKING WORLD

EY 2020
Virtual Summer
DSY Internship



20 YEARS OF BUILDING A BETTER WORLD – TOGETHER



The **All Stars Project** has partnered with **EY** for over 20 years to transform the lives of young people from inner-city communities across. As our largest national corporate partner, EY has helped drive the growth of our youth programs, including the **Development School for Youth (DSY)** – our business and leadership training program for youth ages 16-21 – in each of our five regions: **New York City, Newark/Jersey City, Chicago, Dallas, and San Francisco.**

- **Direct engagement.** Over 110 volunteers have led workshops, conducted mock job interviews, and provided resume reviews for DSY students in All Stars regions
- **Real world experience.** EY has sponsored **314** young people in paid summer internships
- **Philanthropic partnership.** EY partners and principals, and the firm, have contributed over **\$3,000,000** in support to the All Stars Project
- **Continued impact.** There are currently **7** former DSY students who are now employed at EY around the country.



EY - ALL STARS PARTNERSHIP CARD

EY 2020
Virtual Summer
DSY Internship

EY/ALL STARS PARTNERSHIP LEADERS

National

Kate Barton (ASP Board of Directors)

Susan Robinson (ASP Board of Directors)

New York

Lisa Lim (ASP of NY Board)

Marc Ganz (NY DSY Trustees)

John Kuzy

New Jersey

Abdul Ajani (NJ DSY Trustees)

Chicago

Colleen Warner

Dallas

Hank Neely, Retired (ASP of Dallas Board)

Jay Fenlaw (Dallas DSY Trustees)

San Francisco

John Gunn (ASP of San Francisco Bay Area Board)

BUILDING A BETTER WORKING WORLD



Kelly Grier

US Chair and Managing Partner and Americas Managing Partner

Saying “No more” to systemic racism:

“

It’s not enough to be not racist. We need to speak out and take action against racism and discrimination.

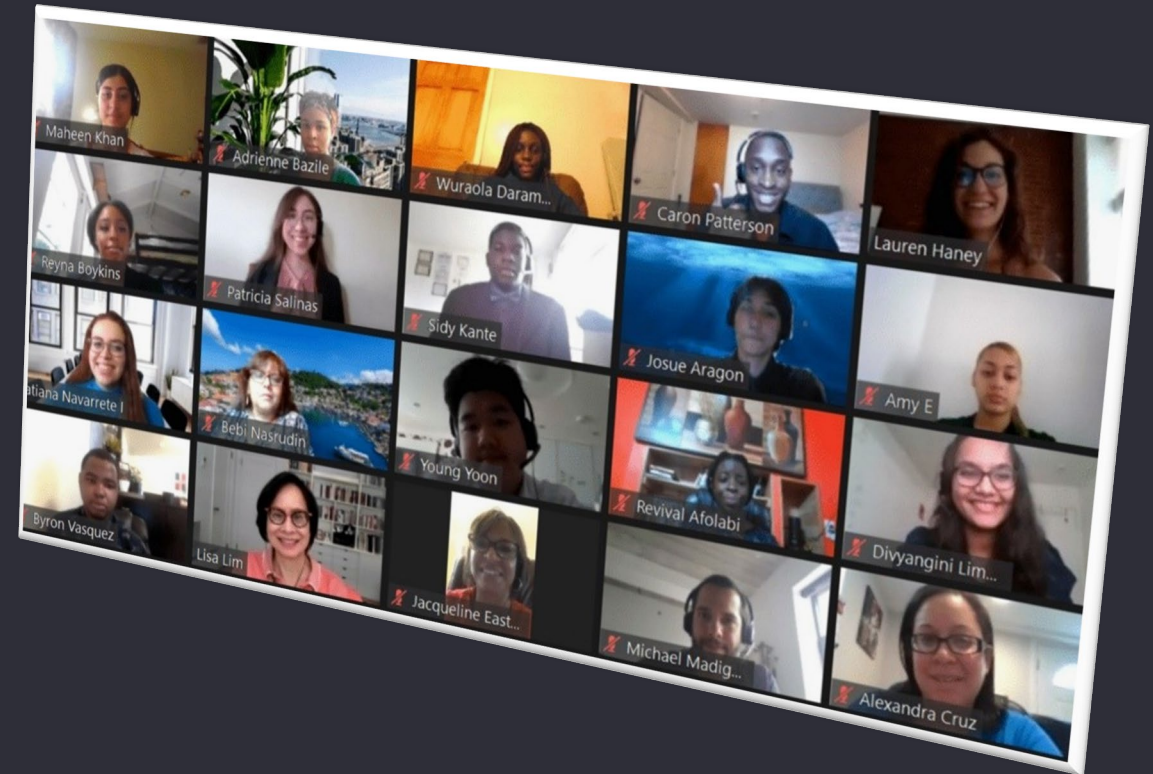
Said more explicitly: we need to be ANTI-RACIST.

BACKGROUND

EY's dedication to the Summer Internships with our DSY Interns has resulted in a wealth of knowledge and feedback. We were able to leverage these factors and began to have an active discussion around a virtual offering.

EY's continued commitment to DSY and the Summer Internship program, allowed our EY-DSY Leadership and Coordinator Team to bring our in-person Summer structure into a virtual realm.

EY modified existing Supervisor roles, workshops and social events to transition onto a virtual platform.



STRUCTURE OF EY'S VIRTUAL PROGRAM

- ▶ In 2020 we sponsored 32 students from all DSY regions:
 - ▶ Included regions were: Chicago, San Francisco, Dallas, New Jersey, New York
- ▶ In 2020 EY committed to 5 days a week, 4 hours a day resulting in a 20 hour internship week
- ▶ EY's Summer Internship has 2 Partner Leaders, funnelling approvals and sponsorship commitments
- ▶ EY has 3 coordinators that develop, structure and lead our summer program
 - ▶ EY's 3 coordinators have a total of 20 years experience working together with DSY and EY's Summer Internship program
 - ▶ EY's 3 coordinators dedicate time in 3 phases of the Summer Internship program
 - ▶ Preproduction (April-June) – 60 hours
 - ▶ Internship (July-August) – 130 hours
 - ▶ Post production (September – November) – 20 hours
 - ▶ EY's internship was centralized and ran virtually by our New York office coordinators
 - ▶ NY office Coordinators identified HR and Technology contacts to work directly with our team to support the virtual program



STRUCTURE OF EY'S VIRTUAL PROGRAM

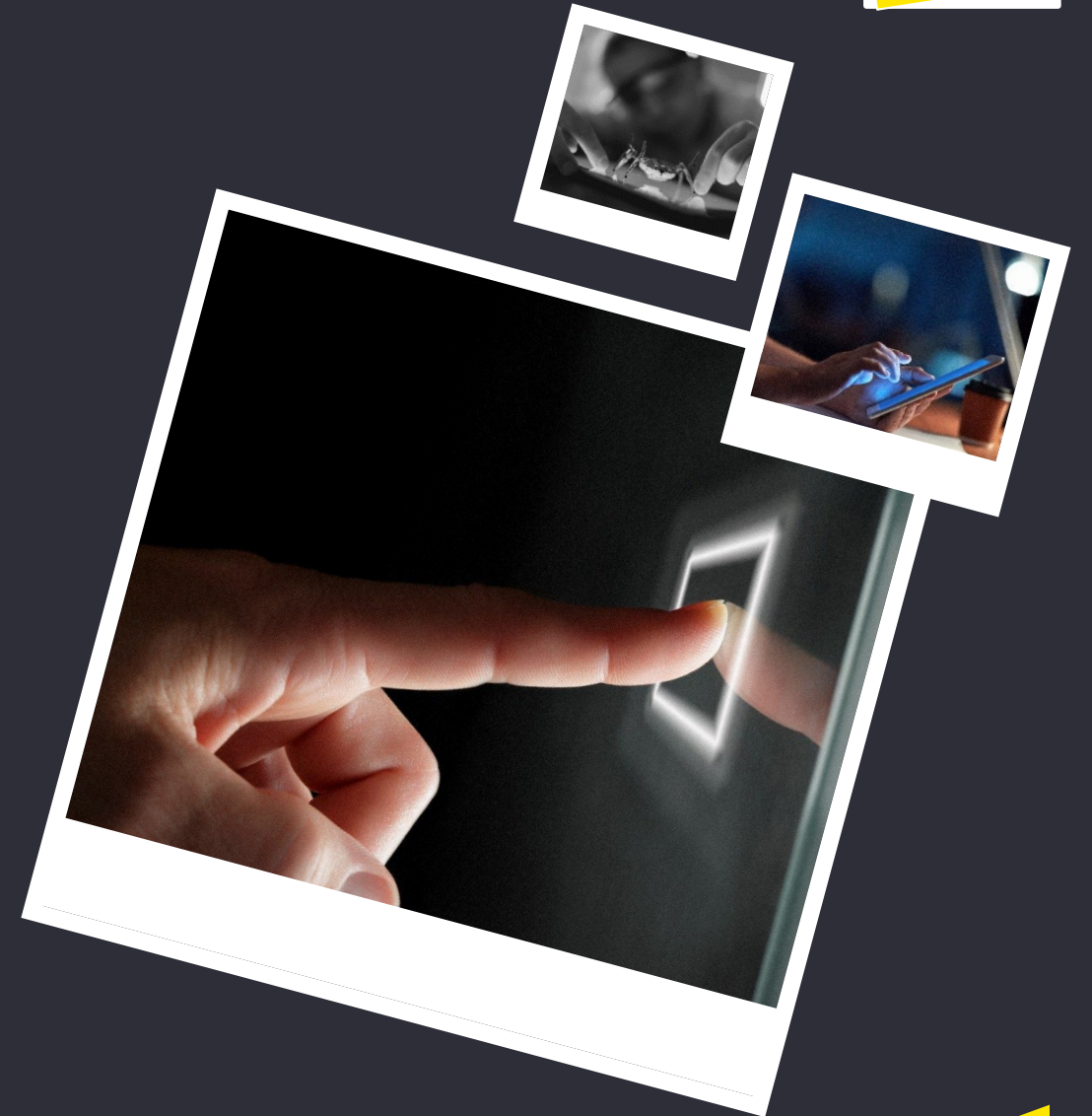
EY 2020
Virtual Summer
DSY Internship



- ▶ EY took the below existing elements of our in-person internship and brought them into our virtual structure
 - ▶ Workshops
 - ▶ Supervisor/mentors
 - ▶ Projects/learning/assignments
 - ▶ Social events
- ▶ Interns were required to be visually present during **all** hours of the virtual internship experience
 - ▶ Communicated upfront that cameras must be on during all internship hours
 - ▶ Internship attendance check
- ▶ Orientation – Day One is key!
 - ▶ Technology
 - ▶ Human Resources
 - ▶ Coordinator Orientation
 - ▶ Logistics
 - ▶ Upfront and transparent program expectations
 - ▶ Communications
 - ▶ Review internship calendar in detail

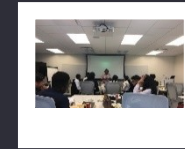
TECHNOLOGY

- ▶ Working with DSY to ensure Interns joining EY had internet access
- ▶ In partnership with our Human Resources, Technology and Partner Leaders, EY secured approval to provide firm issued laptops for the duration of the internship
- ▶ Facilitated individual shipments and returns of firm issued laptops to Interns
- ▶ Working directly with our Technology team to ensure secure remote access
- ▶ Technology training session during Orientation, extensive overview of Microsoft Teams, Outlook, Calendar management, Zoom as required during the internship
 - ▶ Emphasis requirements around laptop security and confidentiality



DEVELOPMENT OF INTERNSHIP CALENDAR

- ▶ Detail plan and schedule to account for every hour of the internship
 - ▶ Workshops (ref. slide 13)
 - ▶ Social Events (ref. slide 17)
 - ▶ Mentoring (ref. slide 22)
 - ▶ Twice a week Coordinator Live Virtual sessions (identified as CBO check-in on sample calendar)
 - ▶ The three New York coordinators held a virtual touch base meeting with all the interns
 - ▶ Ambassador Live Virtual sessions (ref. slide 23)
 - ▶ A working session with the designated ambassadors and their assigned interns
 - ▶ Daily submissions
 - ▶ Timesheets
 - ▶ Journals
- ▶ Communicate and distribute calendar to Interns on Day One of Internship



SAMPLE INTERNSHIP CALENDAR

EY 2020
Virtual Summer
DSY Internship

EY's DSY Summer 2020 Virtual Internship					
Week One					
	7/13/2020	7/14/2020	7/15/2020	7/16/2020	7/17/2020
TIME	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
12:00 - 12:30	EY Orientation (WTEY) - TECH	Pre Orientation Microsoft Teams Virtual Log In	Ambassador Check In - Live Working Session	Communciation MasterClass - Ambassador Led Workshop	CBO Check In
12:30 - 1:00		EY Orientation Summer 2020 Welcome and Info Session (Team C.B.O.) (Christina, Belinda, Olivia)	Presentation Details & Discussion Workshop		Presentation Workshop #1
1:00 - 1:30					
1:30 - 2:00	Learning From Leaders - Introduction to Marc Ganz and John Kuzy				
2:00 - 2:30			BREAK		
2:30 - 3:00	EY Orientation (WTEY) - HR	Journal & Time Submission	Mentor Check In		
3:00 - 3:30		Journal & Time Submission	Journal & Time Submission		
3:30 - 4:00	Meet Your Mentors	Journal & Time Submission	Journal & Time Submission		
4:00 - 4:30	Journal & Time Submission	Journal & Time Submission	CBO & Ambassador Check In		



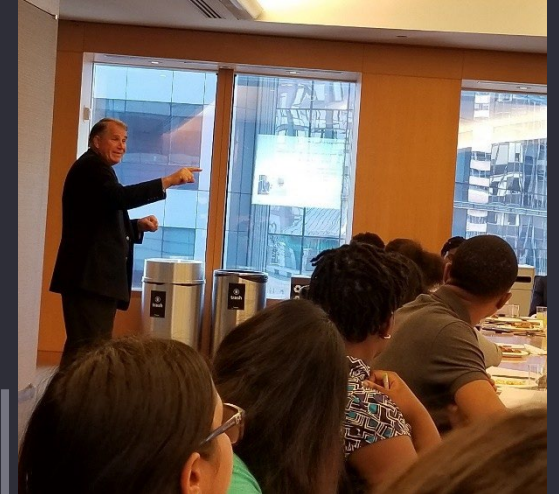
WORKSHOPS

- ▶ EY offered 8 virtual workshops during our 4 week Summer internship; focus topics below:
 - ▶ Communications
 - ▶ Branding (2 sessions)
 - ▶ Networking
 - ▶ Resume & Interviewing
 - ▶ Getting to know our Leaders (3 sessions)
- ▶ Coordinators thoughtfully built in participation aspects for all workshops
 - ▶ Interactive
 - ▶ Guide workshop leaders to encourage participation
 - ▶ Prepared and outlined breakout sessions for certain workshops
- ▶ Provide all calendar invitations with links to virtual sessions ahead of events
- ▶ Interns required to be on camera for duration of the workshop



WORKSHOPS

EY 2020
Virtual Summer
DSY Internship



INTERN ASSIGNMENTS



Timesheets

- ▶ Submitted daily
- ▶ Must be emailed to Coordinators prior to end of day sign off

Journals

- ▶ Interns are required to detail their daily experience, thoughts, emotions
 - ▶ Journals are only shared with Coordinators
 - ▶ Safe haven for students to express themselves, clarified during Orientation session that nothing is off limits and Interns are not penalized for their journal entries
- ▶ Submitted daily with timesheet
- ▶ Must be emailed to Coordinators prior to end of day sign off

Learning/training

- ▶ Firm required; e.g., Code of Conduct
- ▶ Technical skill development; e.g., EY online Excel offerings

FINAL INTERNSHIP PRESENTATIONS

- ▶ Presentations
 - ▶ Interns were required to present on their EY internship experience at the end of the internship
 - ▶ Interns developed and created their presentations throughout the lifecycle of the internship
 - ▶ Audience of EY Partners, Sponsors and Mentors
 - ▶ Interns had 3 scheduled peer to peer workshop prep sessions on calendar
 - ▶ Time spent developing slides and working as an ensemble to create and develop the verbal aspect
 - ▶ Interns can utilize their daily journal entries as a tool to develop presentations
 - ▶ Journals provide them with insight and clarity on their individual development journey
 - ▶ Interns work together as a team and truly support each other during this process
 - ▶ As a result of offering a virtual internship EY was able to include all DSY national cities and offer all of the interns the same presentation experience
 - ▶ Interns showcased not only their development journey but also highlighted their experiences and pride in representing various cities



SOCIAL EVENTS

- ▶ Networking session at the start of Orientation
 - ▶ Performing Curiosity exercise with Interns
- ▶ Social Event with Coordinators
 - ▶ An hour virtual session of Performing Curiosity with Coordinators
- ▶ Movie Event
 - ▶ Virtually screening with use of Teams sharing technology
- ▶ Broadway Event
 - ▶ Screened the Disney Plus version of Hamilton!
 - ▶ Interns were able to live chat during screening
 - ▶ Facilitated bonding and truly became an ensemble
- ▶ As a result of the above events the Interns developed friendships and connections with each other
 - ▶ New and valuable social network created amongst the Interns
 - ▶ Appreciated and loved being in different cities, particularly in the virtual setting while still maintaining a communal experience



SOCIAL EVENTS



EY 2020
Virtual Summer
DSY Internship



OUR EY LEADERS

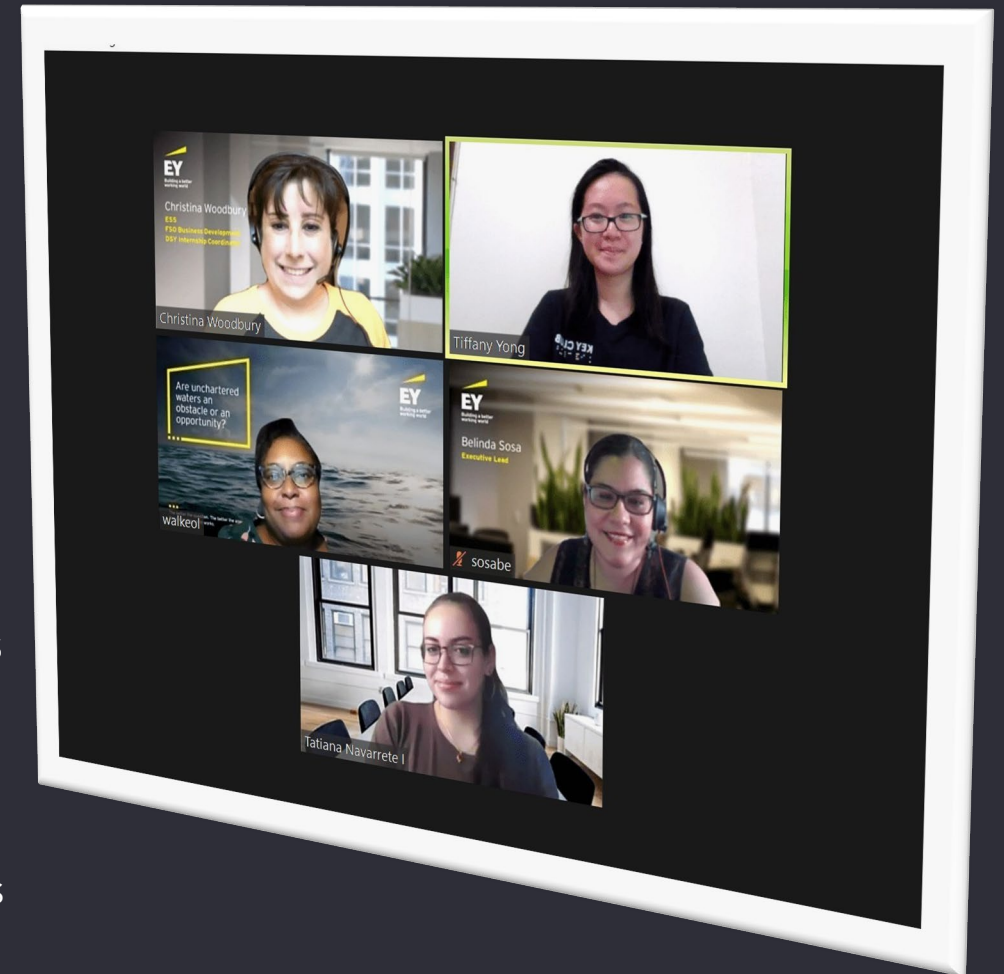
Role of EY Leaders/Sponsors:

- ▶ Budget Approval
- ▶ Initial connection with EY regional office Leaders/Sponsors
- ▶ Final sign off on EY's Virtual Summer Internship
 - ▶ Timing
 - ▶ Number of Interns
 - ▶ Calendar of events and workshops
 - ▶ Approval of firm's laptop and technology to Interns
 - ▶ Ongoing communication and touchpoint with EY Coordinators
 - ▶ Lead and participated in several workshops



OUR EY INTERNSHIP COORDINATORS

- ▶ Initial connection with DSY program coordinators
 - ▶ EY Coordinators confirm number of Interns
 - ▶ Discussion on EY's requirements; i.e. - technology; laptop shipments, etc.
 - ▶ Expectation setting:
 - ▶ Intern's time commitment
 - ▶ Active participation in the virtual setting
 - ▶ Agreement to video setting
 - ▶ EY's Intern deliverables (journals, timesheets and presentations)
- ▶ EY, DSY & Interns' Onboarding process
 - ▶ Set and hold timeline
 - ▶ Consistent communication with DSY and EY's Human Resources to ensure Interns are meeting onboarding deadlines
 - ▶ Develop and lead Coordinator's Orientation session with EY's Interns
- ▶ Management of Virtual Summer
 - ▶ Create calendar of events and set daily schedule
 - ▶ Developed and scheduled workshops topics and align Speakers
 - ▶ Organized social events i.e., streaming Broadway event



ROLE OF EY INTERNSHIP COORDINATORS

- ▶ Management of Virtual Summer – cont.
 - ▶ Virtual Summer Mentor Program
 - ▶ Identify and scheduled initial meeting with Mentors
 - ▶ Created assignments of Interns to Mentors
 - ▶ Led Mentor Orientation to discuss role and expectations
 - ▶ Split EY's 30 Interns into two groups for streamlined Ambassadors' to Interns' assignments
 - ▶ Facilitated effective Ambassador and Intern communications
 - ▶ Allowed for effective scheduled daily Ambassador sessions
 - ▶ End of day recap with Alumni Ambassadors
 - ▶ Discussed issues/concerns
 - ▶ Revisions to next day schedule as required
 - ▶ Read Intern daily journals and discuss as needed with Intern
 - ▶ Review of daily timesheets for accuracy
 - ▶ Code charged
 - ▶ Hours Incurred
 - ▶ Mid Internship Feedback sessions
 - ▶ Discussions with Mentors
 - ▶ One on one with Interns
 - ▶ Provide and review Interns' presentations prior to end of Summer Presentation session



ROLE OF EY MENTORS

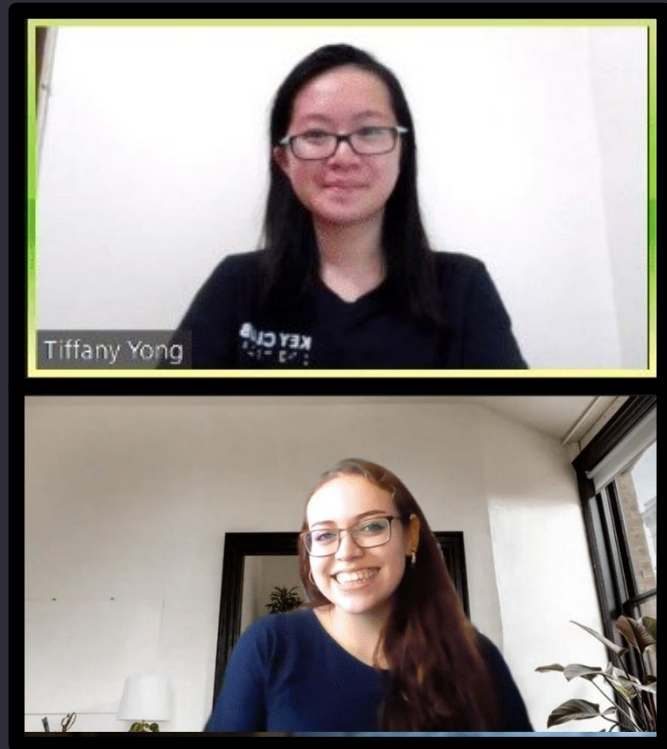
Replacement of traditional Supervisor role

- ▶ EY's Virtual Summer eliminated interns being matched with Supervisors for daily job task
- ▶ The newly developed EY Mentor role provided for a more personalized one on one engagement with the Interns
- ▶ EY Mentors and Interns had a pre scheduled time (communicated to both parties at the start of Internship)
 - ▶ Both Mentor and Interns were provided with a list of suggested topics
 - ▶ Resume/Interviews
 - ▶ College preparation
 - ▶ Career discussions
 - ▶ Opportunity for Interns to network with Mentors' team members
 - ▶ Experience teaming in virtual world
 - ▶ Intern presentation review
 - ▶ Met virtually twice a week for 30 mins
 - ▶ Initial discussion of "performing curiosity"
 - ▶ Organic discussion thereafter



ROLE OF THE ALUMNI AMBASSADORS

- ▶ **Must be** prior EY/DSY Intern
- ▶ Previous knowledge and exposure to EY and our DSY Summer program is vital for a successful Summer Internship
 - ▶ Portions of the day were dedicated to Ambassador sessions with their assigned Intern Teams
 - ▶ Ambassadors and Interns had a clear line of communication based on assignment
- ▶ Guided and clarified any questions for the Interns regarding daily assignments
 - ▶ Timesheets
 - ▶ Journals
 - ▶ EY learning
- ▶ Recognizing when to escalate issues/concerns to the EY Coordinators
 - ▶ Communicate to Interns when they should reach out to EY Coordinators



ROLE OF THE ALUMNI AMBASSADORS

- ▶ Responsible for scheduling and leading the Peer to Peer Presentation preparation sessions
 - ▶ Interns had 3 scheduled peer to peer workshop prep sessions on calendar, with each session for 3 hours
 - ▶ Time spent developing slides and working as an ensemble to create and develop the verbal aspect
 - ▶ Ambassadors provided their knowledge from when they presented in previous EY Internship
 - ▶ Ambassadors provided a thoughtful debrief of each session to EY Coordinators
- ▶ Designed and delivered Peer to Peer workshop on Mastering Communications
 - ▶ How to manage internal professional communications
 - ▶ Verbal and Non-verbal cues
- ▶ End of day recap with Internship Coordinators
 - ▶ Discussed issues/concerns
 - ▶ Revisions to next day schedule as required



TAKEAWAYS



- ▶ Map timeline of Virtual Summer
 - ▶ Plan on a program “preproduction” time window of at least 6-8 weeks
 - ▶ **Early** communication at all levels
 - ▶ Success depends largely on integrating communication between all parties; i.e. HR, Technology, Sponsoring Partners, EY Coordinators and DSY
- ▶ Various technology challenges experienced by the Interns
 - ▶ Interruption of internet service
 - ▶ Bandwidth capabilities/concerns
- ▶ Consider increase of internship hours
 - ▶ 20 hour internship work week was not enough for EY offerings
 - ▶ **You never have enough time! Honestly**
- ▶ Summary of Feedback on Internship
 - ▶ Labour of Love but so much fun
 - ▶ We get back 10 times more than what we put into the Internship
 - ▶ Interns keep in touch with Coordinators and Mentors
 - ▶ Coordinators witness the growth and development of the Interns over the years
 - ▶ Interns comment that EY feels like family

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2021 Ernst & Young LLP.
All Rights Reserved.

2102-3703428
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com