



# SUMMER INTERNSHIP PROGRAM



Every summer, after graduating from the Development School for Youth (DSY), hundreds of young people from underserved communities engage in life-changing internship experiences together with caring business partners. The focus of these summer internships is to provide youth – many of whom are of color and still in high school – with opportunities to develop their broader professional performance while introducing them to new industries and work environments.

A program of the All Stars Project, Inc.  
[www.AllStars.org](http://www.AllStars.org)

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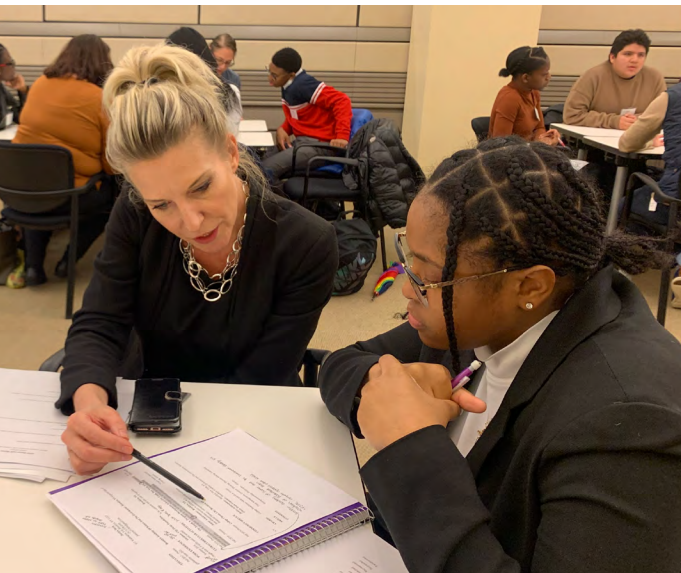


# ABOUT THE DSY

The **Development School for Youth (DSY)** is an intensive afterschool development and leadership program of the national nonprofit All Stars Project, where underserved young people ages 16-21 learn to perform as professionals and partner with business leaders who conduct workshops and provide paid summer internships.

During the 10-week program, young people learn about a wide range of industries as they develop networking, interview, resume writing and public speaking skills, and build dozens of relationships with diverse business leaders.

Since 1997, over 6,000 graduates of the DSY have participated in these summer internship experiences.



## SUMMER INTERNSHIPS: Creating Hope and Opportunity for Youth, Impacting DEI and Culture

At the center of our mission is creating developmental learning experiences together with our corporate partners. Summer internships have proven to be a best-practice approach to preparing high school and early college-aged youth to succeed in the professional world.

Sponsoring All Stars summer interns has become part of our company partners' DEI initiatives, and has resulted in stronger environments of belonging within their companies.

## WHAT MAKES ALL STARS UNIQUE?

- We reach ordinary young people who are invited to join our free programs regardless of their academic performance or standing—we believe all young people deserve development, not just the top 10% or “best and brightest.”
- Participation in the program is completely voluntary; each young person has made a decision to develop through participating in this challenging program.
- Each All Stars program uses performance, onstage and off, to address and reverse the ways that poverty stunts development and limits opportunities in life. Research conducted with Southern Methodist University (SMU) demonstrates the tangible impact of all ASP's youth development programs.
- We are 100% privately funded and driven by volunteer involvement.





## Interns Can Contribute to Your Company in Many Ways:

- 1** Work on individual or group projects with other interns, including summer research projects, event/meeting planning, taking notes at key meetings, and supporting key social media campaigns
- 2** Perform data entry, organize/update filing/database systems, and provide administrative support as they gain experience with Word, Excel, and proofreading skills
- 3** Provide direct supervisory experience for junior staff to develop into future company managers and leaders



## Your Important Role as Intern Supervisors

By design, the DSY Internship Program brings together people from very different worlds — inner-city youth who are eager to develop and caring business professionals who want to give back. The key to the success of these two worlds coming together are supervisors who are attuned to, and able to work with, the social and cultural gaps that often exist between them and their interns.

All Stars Project has developed a **Supervisor Development Workshop** to help new and returning internship supervisors see and bridge those cultural gaps and establish a supervisory relationship that supports our young people's professional performance and continued development.

- **Meet DSY alumni and learn about their lives and the challenges they face**
- **Experience the All Stars Project performance-based, developmental approach in real time**
- **Gain direction and coaching around using the language and tools of performance and development** to help you grow as a leader — creating strong interpersonal connections.

We strongly encourage all intern supervisors to attend these 90-minute, in-person workshops offered in each ASP region or virtually. Dates and times to be shared at a later date.



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Contact **Naimah Coello** at [ncoello@allstars.org](mailto:ncoello@allstars.org) to learn more.



## BECOME AN INTERNSHIP SPONSOR

Each summer, DSY graduates are placed in paid summer internships at corporate partner companies, large and small, representing diverse industries including finance, real estate, insurance, law, technology, entertainment, healthcare, nonprofit, and more!

### 2024 Internship Requirements

- Internships run for 6 weeks, from July 8 through August 16<sup>1</sup>
- Internships are full time, 30-40 hours per week
- Minimum salary of \$18/hour is paid directly to the intern
- The internship commitment includes a \$1,250 per-intern sponsorship donation to support the placement, onboarding, and prep of the interns and supervisors; \$1,250 gift is 100% tax deductible
- Internship supervisors attend a 90-minute Supervisor Development Workshop, an experiential program conducted by All Stars Project trainers. Supervisors who attended the workshop reported greater satisfaction with the performance of their interns compared with supervisors who did not.<sup>2</sup>

#### Base Cost

Including the \$1,250 per-intern sponsorship donation, the total projected cost of hiring a DSY intern is \$4,490<sup>3</sup>

#### Intern Sponsorship Deadline

Friday, March 29, 2024

**99%**

Interns successfully completed summer internships

**97%**

Sponsors satisfied with performance of their intern

**98%**

Would recommend experience to a colleague



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<sup>1</sup> Dates may change based on ASP Region  
<sup>2</sup> Based on on 2022 and 2023 survey responses.  
<sup>3</sup> Based on 30-hour work week

## 2023 LEADING SUMMER INTERNSHIP SPONSORS

