



# YEAR UP PAVES THE WAY TO PROFESSIONAL SUCCESS FOR YOUNG ADULTS



December 2020



## CASE STUDY

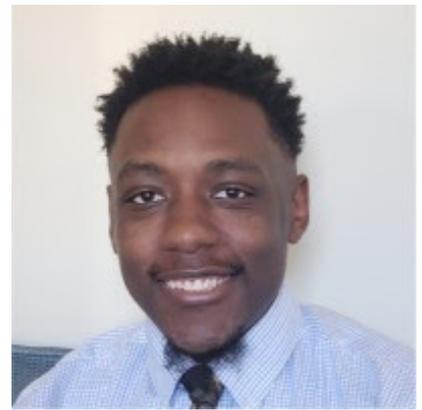


## THE ORGANIZATION

Year Up's mission is to close the Opportunity Divide by ensuring that young adults gain the skills, experiences, and support that will empower them to reach their potential through careers and higher education.

By working to close the Opportunity Divide, Year Up has helped more than 30,000 young adults develop their skills and build their careers

Joseph Gay was working in a cash logistics job, but he felt like he could do more with his career. He heard about a program that could help him get the resources and training he needed to build a career he could enjoy and be proud of. After applying, he was accepted into the Sales & Customer Support training track of this program, gaining the skills and knowledge he needed to eventually land a Business Development position at Splunk. The impactful organization that made this possible is called [Year Up](#).



Joseph Gay

There are many resources available to college students to help them advance their knowledge and prepare for the job environment. But what about young adults who have limited access to resources and opportunities? Year Up is an organization committed to providing underserved young adults with equitable access to economic opportunity and mobility, and connecting them with a pathway to a professional career.

"The Year Up program was a great experience. I gained a lot of soft skills, knowledge, and certifications, and they also helped me find my internship which eventually led to my current job," said Gay, now a Year Up National Capital Region alumnus. "They really helped me be prepared with skills I need for a professional career. Public speaking is a big one that they really helped me with."

## Who is Year Up?

Gerald Chertavian was a successful technology entrepreneur and Wall Street banker, but it was through his many years as a Big Brother through Big Brothers Big Sisters of America that he found his true calling. The young adults he met had immense talent; yet all too often, they were stranded outside of the economic mainstream. Chertavian saw that when given a fair chance, with challenging standards and high support, these young people could accomplish anything. In 2000, he dedicated his life and business expertise to closing the Opportunity Divide, and he founded an organization called Year Up. Now, Year Up has served over 30,000 young adults across the country and works with 250+ corporate partners to develop Opportunity Talent and give them opportunities to thrive.

"I am hopeful we'll build a country that sees the potential inherent in all our young people, not just the ones born in the 'right' zip codes." - Gerald Chertavian, Year Up Founder & CEO

Marie Ramirez is a student at Year Up Rhode Island, currently on her internship at Citizens Bank on its Change and Delivery Team, Citizens Access. In her position, she works with different teams and assists with writing user stories for a software application being developed and identifying defects in those stories.

When she first started the

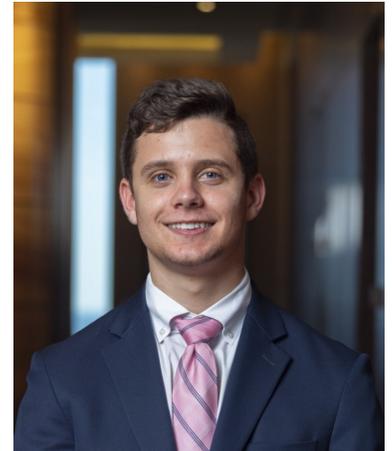


Marie Ramirez

program, she was a little worried because Year Up advised that she would need to interact with a lot of people, which at the time felt out of her comfort zone. However, those fears quickly subsided:

"They really made it fun," said Ramirez. "I got to talk with people I normally wouldn't, and it taught me to be much more outgoing and open to meeting new people. My Year Up classmates have become my best friends!" - Marie Ramirez

Harrison Holton was doing construction and electrical work when he first heard about Year Up. He thought it would be a great idea to apply, as he was ready to get a better full-time job and advance his business skills. He applied to Year Up Charlotte, where he trained in Year Up's Business Operations track, specializing in Project Management Support. After the learning phase of the program, Harrison earned and completed a 6-month corporate internship at Bank of America, where he gained hands-on experience and applied his skills. After completing his internship, he was hired full-time as a Business Control Specialist.



Harrison Holton

"I appreciate Year Up for teaching me the skills I needed to do well in my internship," said Holton. "Year Up created my professional identity, and I am very grateful for that. It was not an easy program, but Year Up provides a lot of support to motivate you.

Year Up has changed the course of my life. They have enabled me to do things that I wasn't able to do before, and I have referred this program to others." - Harrison Holton

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## Year Up and Scrum.org partner to enable Year Up students to use Scrum

Year Up is always looking for new ways to partner with organizations that can help equip their students with the skills and experience needed for entry and succession across a variety of in-demand role pathways. Learning how to use the Scrum framework for product delivery is of interest to Year Up students since it helps them expand their technical skillset and open doors to more career opportunities. Scrum.org, the home of Scrum, first learned about Year Up in 2016 and put a plan in place to donate all proceeds of the Professional Scrum Book Series to Year Up.

In July 2017, Professional Scrum Trainers started to teach the Professional Scrum Foundations™ (PSF) training course to Year Up students. Over the years, an increasing number of classes were taught, and a formalized Scrum.org partnership began in early 2019. Scrum.org hosted a PSF training for a group of Year Up staff in Boston. After the training, Scrum.org shared their love for the program and offered to extend the training to students. Scrum.org and Year Up worked together to build a process by which Year Up sites could request PSF training courses locally.

"The PSF class really helped me. I cannot overstate how useful it was that the class actually put you in a Scrum Team to get work done," said Gay. "I wasn't sure if I would be able to learn how to use Scrum in 2 days, but the way that material was presented made that possible. I also earned my Professional Scrum Master I (PSM I) certification, which is such a great thing. I hope to use Scrum more as I move forward with my career."

By September 2019, Year Up engaged 8 sites in the PSF training. By Winter 2019, 15 sites were offering the training course. Since February 2019, Scrum.org has taught 24 classes and 510 students.

Ramirez also took the PSF training course and earned her PSM I certification. "I found the PSF class very useful," said Ramirez.

"I use Scrum now for my own personal development and have a Scrum board where I track skills that I want to learn and improve. I would like to work on a Scrum Team one day. My current internship where I write user stories for an application being developed is helping me prepare for that."

"I thought the PSF class was great. The materials were helpful, and we had a great trainer who was very enthusiastic. I enjoyed the visual, hands-on learning," said Holton.

"What really excited me about what Year Up was doing was how it ties into our mission of helping people solve complex problems," said Dave West, CEO, Scrum.org. "Ultimately, they are providing their students with a set of skills and maybe a certificate that equips them to work on complex work. This also opens the students' minds to different, more mindful ways of working. Our missions tied so well that it would have been a mistake to not work with them."



## About Scrum.org

Founded by Ken Schwaber, the co-creator of Scrum, Scrum.org is based on the principles of Scrum and the Agile Manifesto, Scrum.org provides comprehensive training, assessments, and certifications to help people and teams solve complex problems.

Throughout the world, our solutions and community of Professional Scrum Trainers empower people and organizations to achieve agility through Scrum.

Learn more about hosting a Year Up intern or donating to Year Up at [www.yearup.org](http://www.yearup.org).