



Student Based Enterprise 2017

What is Lumity's Student Based Enterprise?

Lumity's Student Based Enterprise (SBE) is a STEM-focused job training program for students 16 years old and older who are enrolled in a Chicago Public School or community colleges. The objective of the program is to give hands-on real experiences to teens and young adults on technical, business/entrepreneur, and teamwork skills to increase their interest in a career in IT and to prepare them for employment.

How many students are involved?

We recruit 40 students from under resourced neighborhoods the south, north, and west sides of Chicago with the goal of retaining 30 by year-end. Students who continue to grow and perform will be invited to continue in the program for additional year(s) to deepen their skills gained by teaching new students and to learn new IT skills. New students will be added each year to maintain a minimum of 30 employees in the program each year.

How does it work?

1. Lumity recruit students from various Chicago public schools.
2. Students apply and are interviewed mirroring a traditional employment application process.
3. During the school year (Sept-June), students attend instructional workshops on Saturdays to learn:
 - a. **Technical skills** – Taught through hands-on instruction with opportunities to earn certifications.
 - b. **Teamwork Skills** – Teams are formed with geographic, racial, and gender diversity to mimic employment.
 - c. **Business/Entrepreneur Skills**– Students set-up a business, work with clients, and work on projects.)
 - d. **Career & Life Readiness Skills** – Social emotional learning skills to teach students how to be conscious of themselves and how to relate to others; what it means to be value-add; how to show up strong on the job.
4. Students participate in a 7-Week Summer paid internship (July-August) where they work approximately 25 hours a week.
 - a. Neighborhood businesses pay a nominal fee for the service (\$300-\$500).
 - b. Students are paid for their work based on attendance and performance (up to \$12/hour).
 - c. Teams get supervision from instructors and volunteer coaches and all work is conducted by student interns.



7-Week Summer Paid Internship Program – Skill Workshops

	May 2017 – Aug 2018	Oct 2018 – Aug 2019
Technical Skills	<ul style="list-style-type: none"> ■ Tech Assessments ■ Infrastructure: hardware (workstations, servers, printers/copiers, mobile devices), OS, basic networking ■ Merchant Tools ■ Basic Security ■ Marketing ■ CRM use/development ■ Website design and installation ■ Graphic design ■ Content writing for businesses 	<ul style="list-style-type: none"> ■ Tech Assessments ■ Infrastructure: hardware (workstations, servers, printers/copiers, mobile devices), OS, basic networking ■ Possible MTA: Microsoft Technology Associate Certification ■ Possible ITIL Certification ■ Merchant Tools ■ Basic Security ■ Marketing ■ CRM use/development ■ Website design and maintenance ■ Graphic design ■ Content writing for businesses ■ Basic Agile project management
Business Skills	<ul style="list-style-type: none"> ■ Basic Entrepreneurship ■ Create business plan, name & brand ■ Understand standard business tools ■ Cost, revenue and profit ■ Client service and agreements ■ Social Media Marketing ■ Presentation and pitching Skills ■ Accounting/invoicing 	<ul style="list-style-type: none"> ■ Basic Entrepreneurship ■ Create business plan, name & brand ■ Understand standard business tools ■ Cost, revenue and profit ■ Client service and agreements ■ Social Media Marketing ■ Presentation and pitching Skills ■ Accounting/invoicing ■ Basic P&L budget ■ Tracking billable hours ■ Strategic planning
Teamwork Skills	<ul style="list-style-type: none"> ■ Team roles and responsibilities 	<ul style="list-style-type: none"> ■ Coaching others
Career & Life Readiness	<ul style="list-style-type: none"> ■ Giving and receiving feedback ■ Growth Mindset ■ 5 Core Emotions ■ CARE Profile ■ First Impressions ■ Asking High Quality Questions ■ Drama Triangle ■ Making Mistakes ■ Engaged Team Member 	<ul style="list-style-type: none"> ■ Giving and receiving feedback ■ Your Conflict Style ■ CAVE Process ■ Handling Breakdowns ■ Resiliency ■ Integrity ■ Johari's Window ■ Giving Compliments ■ Logical Consequences ■ More Knowledgeable Others (MKOs)
Summer Client Project	<ul style="list-style-type: none"> ■ Each team creates a website for a small business client 	<ul style="list-style-type: none"> ■ Each team creates a website for a small business client

How can you get involved?

Your company can sponsor the program and help to provide transportation assistance, materials, website development and other IT skills instruction. You can also volunteer to coach a team. You may be surprised at how much you gain from giving your time. **Contact** Andi Grabemeyer at agrabemeyer@lumity.org or (312) 237-4209 to get involved.