



The Dream Meets the Dreamer

INROADS Mission

- Inspired by Dr. King's 1963 "I Have a Dream" speech
- Created by Frank Carr in 1970
- Mission: To deliver innovative programs and creative solutions that identify, accelerate and elevate the development of underrepresented talent throughout their careers
- An international organization within 32 markets serving over 1,400 interns at more than 200+ companies



INROADS

Vision:

A world in which leaders enrich the composition and culture of business and social communities through diversity and inclusion.

Mission:

Deliver innovative programs and creative solutions that identify, accelerate and elevate the development of underrepresented talent throughout their careers.

INROADS PROGRAM GRID

INROADS COLLEGE LINKS

- Pre-college exposure for talented underserved high school students
- Exposure to STEM and business career paths.
- Year-round programming includes educational instruction, corporate visits, immersion activities and goal planning
- NCA (National Career Academy)
- E3 Virtual Summer Camp
- HACK>IT<UPSTART

INROADS Leadership Development Academy

- Internships and leadership development for college undergraduates
- Multi-year, blended learning model that combines salaried internship with year-round training, mentoring and development
- HBCU PLUS : 85 HBCU Reach
- viSHIPS - SYMBA

INROADS RISING COLLEGE SENIORS

- Accelerated internships for rising college seniors
- Designed for students already committed to an academic and career path
- One-year program, a condensed version of INROADS Core Program
- Shortens the time-to-value of your intern and leadership development investment

INROADS FUTURE LEADERS

- National database of business-ready college graduates available for full-time employment.
- All graduates have undergone leadership development
- Graduates have workplace experience to begin making valuable contributions to any organization right away

INROADS iPROS SERVICES

- National network of proven leadership talent
- Access to INROADS alumni network
- Over 27,000 alumni
- Growing by as many as 500 business-ready candidates with a variety of industry and STEM work experience

INROADS FSI (Financial Services Institute)

FSI brought together INROADS and SEO Career to design a one-of-a-kind program.

FSI presents an opportunity for JPMC to cultivate highly selective groups of Black students and invest in their preparedness for internship interviews and high quality development.



INROADS TEAM COMMITMENT

CLIENT CENTRIC APPROACH

- Recruit and Pre-screen Applicants
- Conduct Student Interviews and CPS Training
- Monitor Intern Job and Academic Performance
- Facilitate Senior Placement Process
- Support the total personal and professional development through meaningful and structured intern coaching sessions
- Support Corporate Partners Needs
- Maintain consistent communication with client

INROADS Intern Commitment

Meeting Expectations

- Maintain minimum 3.0 GPA
- Complete monthly coaching sessions with INROADS Manager
- Participate in ALL INROADS Training and Development Activities (including e-learning)
- Meet or exceed work performance expectations
- Perform community service during school year
- 24 hours of Community Service required (completed annually between June 1 – May 31). Company service events attended by the Intern may count toward 24 hour requirement.



iPROS

INROADS PROFESSIONALS

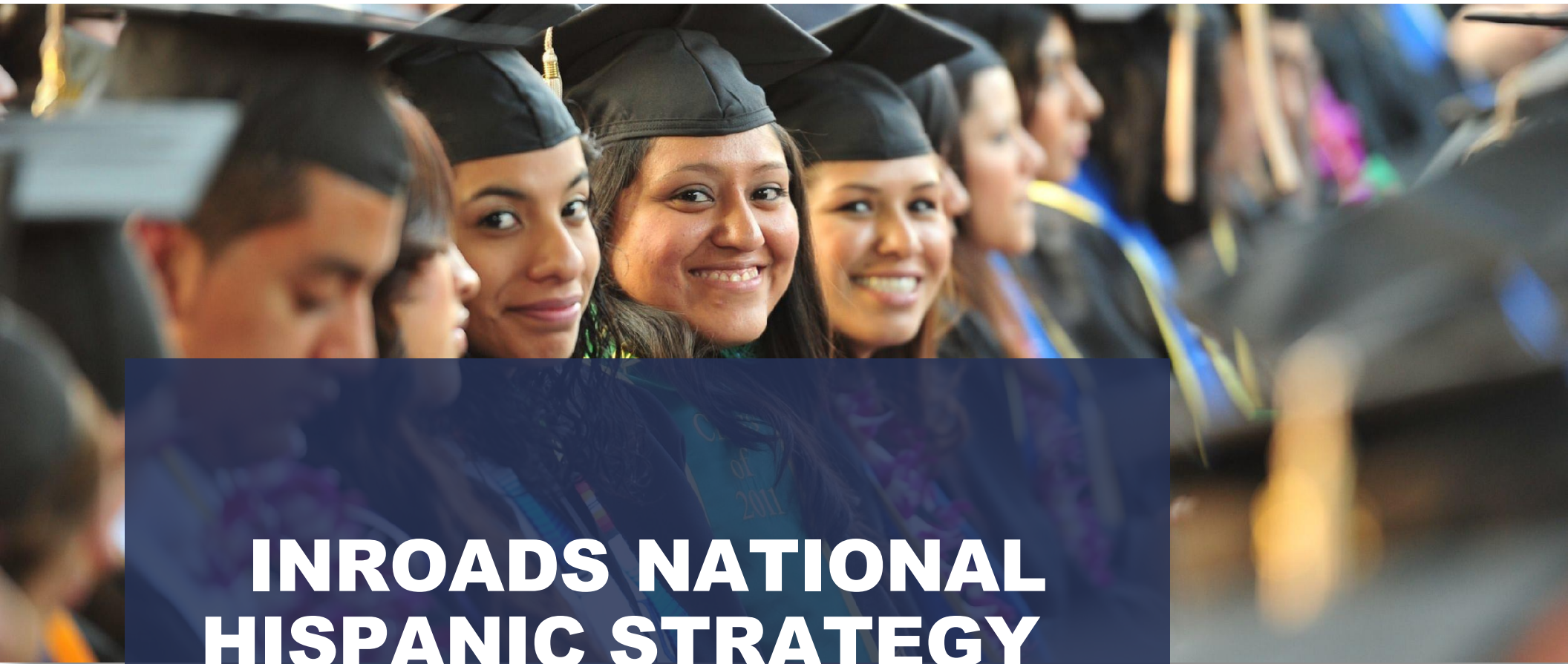
TRANSFORM

LIVES. CAREERS. COMMUNITY. CORPORATE LEADERSHIP

PURPOSE



Continue strengthening relationships to attract and pipeline underrepresented candidates and increase brand awareness and opportunities on HBCU campuses through INROADS



INROADS NATIONAL HISPANIC STRATEGY

HISPANICS ARE DRIVING U.S. POPULATION GROWTH



64MM

Hispanics live in the U.S.



19.5%

Hispanics are 19.5% of
the U.S. Population



83%

The Hispanic population
grew 83% from
2000-2019

(Source: Claritas, 2019 Hispanic American Market Report,
Sourcing Geoscape AMDS 2019 & U.S. Census 2010)



HISPANIC STUDENTS ARE LEADING U.S. COLLEGE ENROLLMENT GROWTH



3.6 million Hispanics were enrolled in public and private colleges in the US in 2016



180% increase in Hispanic college enrollment (1999 – 2016).



19% of all college students are Latino

(Sources: Pew Research Center, National Center for Education Statistics)

WHAT DID WE MISS?

Q&A