Founded in 1970, INROADS is a national 501(c)3 nonprofit organization, created to operate for educational purposes in the public interest. The mission statement of INROADS is “to deliver innovative programs and creative solutions that identify, accelerate and elevate the development of underrepresented talent throughout their careers.”

For the past 50 years, INROADS has enhanced this mission by developing expertise and operational competencies in internship program execution, virtual internships including telecommuting, workforce development, career placement and related professional services. With over 400 academic institutions and 200 corporations partnering with INROADS, close to 2,000 students (including approximately 500 STEM majors) are aided annually.

INROADS diversifies the workforce by incorporating impactful programming to ensure students are trained in soft and hard skills. The overall results improve college retention rates and strengthen the pipeline of highly qualified, diverse candidates. To date, INROADS has produced more than 30,000 alumni.
INROADS strives to be a Premier Leadership Development organizational partner to corporations, government agencies, donors and the community, helping to shape and develop talented diverse leaders and deliver sustainable impact on the community and the world.

**VISION 2020**

INROADS’ Vision 2020 plan involves:
- Partner of choice for evidenced based programs
- Partner of choice for diverse pipeline Leadership Development and professional engagement
- Partner of choice for STEM Diversity Talent
- Partner of choice for Leadership continuum “cradle to C-Suite”
- Partner of choice for Programs that drive Impact
- Partner of choice for Strategic Alliances that drive impact
INROADS Leadership Development Academy (LDA):
INROADS Leadership Development Academy provides year-round programming, coaching, training and networking activities for underserved high school and college students to prepare them for paid internship opportunities. LDA includes the following INROADS Programs:

- INROADS College Links: a pre-college program that gives talented, underserved high school students exposure to STEM and business career paths.
- INROADS National Career Academy (NCA): a training conference uniting INROADS College Links high school scholars from across the U.S. for career exploration and skills development.
- INROADS Leadership Development Institute (LDI): a three-day leadership training and corporate development conference that gives 500+ graduating seniors the necessary tools needed to excel in the corporate world, strengthen their networking and interpersonal skills, and expand their network among peers, corporate partners and alumni.

INROADS Rising College Seniors:
This one-year, intensive program is a condensed version of INROADS’ core program of multi-year leadership development. By offering the same year-round coaching, career advising, mentoring and career-related employment in an accelerated program, INROADS Rising College Seniors shortens the time-to-value of your intern and leadership development investment.

INROADS Future Leaders:
INROADS Future Leaders is a national database of graduating interns available for full-time employment. All of the graduates have undergone INROADS’ rigorous leadership development process. Business-ready, with real-world workplace experience and a full complement of business soft skills, INROADS Future Leaders can begin making valuable contributions to your organization right away.
INROADS Mid-Level Career Advantage

INROADS Mid-Level Career Advantage gives you access to the INROADS alumni network, a rich source of diverse talent. Each year, the current population of 30,000 alumni grows by as many as 500 business-ready candidates with a variety of industry and STEM work experience.

INROADS Core Program:

The INROADS core program is a multi-year, blended learning model that combines salaried internships with year-round, comprehensive training, mentoring and leadership development. By establishing long-term intern/sponsor relationships, the INROADS core program increases the retention and conversion of talented candidates, while ensuring their readiness to contribute on Day 1.

INROADS STEM Leaders:

INROADS is enlisting the help of some of the nation’s leading educators, thought leaders, innovators and advocates in developing a specialized training, mentoring and leadership development program to address the growing need for diverse STEM (Science, Technology, Engineering and Math) talent.

INROADS Career Pathways (ICP):

INROADS Career Pathways (ICP) is one of our newest programs created to boost diverse, trained, 21st century leaders. ICP works directly with Federal Agency Plans to help fulfill their objectives as part of the Presidential Executive Order on The White House Initiative to Promote Excellence and Innovation at Historically Black Colleges and Universities (HBCUs).

Special Note:

The UNCF Career Pathways Initiative, a $50 million investment funded by Lilly Endowment Inc., works with HBCUs and Predominantly Black Institutions (PBIs) to provides students with career readiness activities to help increase their opportunity to secure internships and full-time positions. The target participates for the program are current collegiate students, recent graduates or graduate students with representation of women and participants from Minority Serving Institutes, HBCU’s, or other schools with diverse student populations.
DIFFERENTIATORS

Expertise in Talent Management
INROADS Program Managers, the frontline operators of the internship experience, are professionally trained and certified through The American Society for Training and Development (ASTD), an accredited entity offering specialized training for talent management personnel.

Provider of Optimal Customer Service
INROADS’ capacity for customer-driven processes is demonstrated through:

- Nearly 1,200 student interns participated in INROADS programs in Summer 2017.

Capacity to Reach Diverse Student Populations
Nearly 1,200 student interns participated in INROADS programs in Summer 2017.

Since 2013, INROADS has produced 2,910 graduates.

- 1,393 Black/African-American
- 672 Hispanic/Latino/Chicano students

- INROADS has maintained long-standing, active relationships with 20+ PBIs and HSIs.
- INROADS has the capacity to reach talented diverse students from all types of institutions. For example, at least 50 INROADS interns attend Ivy League schools.
INROADS has effectively expanded its footprint by meeting the needs of local customers while utilizing organization-wide cost-saving efficiencies:

Decentralized Program Management Operations: Intern training and program evaluation are performed in local markets allowing for expanded reach and effective relationship management. In addition recruiting, training and program evaluation for CollegeLinks, INROADS High School College and Career Readiness program, is done at the local level.

Centralized Administrative Functions: Business Development, contract, management, college student recruitment and placement, program curricula, evaluation management, human resources, strategic planning, finance, accounting processes, communications, and information systems capacities are centrally administered, providing efficiency and consistency.

INROADS utilizes a customized software program to advertise career opportunities specifically to INROADS Alumni.

History of Producing Exceptional Outcomes
INROADS outperforms national job offer rates and intern conversion rates:

83% of the INROADS Class of 2017 interns who received offers accepted positions offered by their sponsoring companies

70% of the INROADS Class of 2017 graduates entered full-time positions upon graduating

48% conversion rate from internship to full-time hire with INROADS corporate partners, consistent with national averages (Sources: NACE 2017 Internship & Co-Op Survey; and INROADS 2016-2017 Affiliate Yearly Report)

INROADS graduates more alumni into management positions:
No other diversity or career development organization of this type has topped INROADS 30,000 graduates, who have secured management and executive positions with more than 1,000 major corporations through the INROADS Process.
**Federal Government**
Awarded GSA Schedule 738X Agency Human Capital Strategy, Policy and Operational Planning:
- Contract # 47QREA20D000A
- GSA E-Library-INROADS

Awarded 5-year BPA by the Department of Treasury to perform intern leadership development and recruitment activities:
- Contract # T15BPA004
- Period of Performance 09/01/2015 to 08/31/2020

Awarded 5-year IDIQ with National Credit Union Administration to perform intern leadership development and recruitment activities
- Contract ## L17PA0019
- Period of Performance 12/27/2016 to 12/26/2021

Awarded $250,000 by U.S. Department of Commerce to provide regional data collection and baseline analysis to assess and evaluate challenges and opportunities for Minority Serving Institutions under EDA’s Economic Adjustment Assistance Program (July 2011–July 2013)

Awarded IDIQ with the National Credit Union Administration (March 2016)
Approved for an IPA at NASA’s Ames Research Center (January 2014)

**Government Partners**
- Federal Reserve Board of Governors and multiple Federal Reserves across the country
- Office of the Comptroller of the Currency
- Department of Treasury
- National Credit Union Administration
- Department of Defense
- USAID
- Bureau of Land Management and Internal Revenue Service
GSA SCHEDULE

GSA Schedule 738X Agency Human Capital Strategy, Policy and Operational Planning

Contract Number: 47QREA20D000A
GSA E-Library-INROADS

ONLINE PRESENCE/SOCIAL MEDIA

Website: www.INROADS.org
Facebook: www.facebook.com/pages/INROADS-Inc/24837600827
Twitter: www.twitter.com/INROADS
LinkedIn: www.linkedin.com/company/INROADS/
Instagram: www.instagram.com/INROADSInc/
YouTube: www.youtube.com/user/INROADSInternships

CODES:

Federal ID #: 62-0967191
DUNS: 626137186
CAGE Code: 3Z9Z4

NAICS: 611513 Apprenticeship Training Programs
       611710 Educational Support Services
       611430 Professional & Management Development Training
       561110 Office Administrative Services
       561320 Temporary Help
       541611 Administrative Management and General Management Consulting Services
       541612 Human Resources Consulting Services #2
       561110 Office Administrative Services
       813410 Civic and Social Organizations
       611310 Colleges, Universities and Professional Schools

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