



Innovating Business & STEM Diversity



The Diversity Leadership Advantage

Innovation is the key to your organization's future, and diversity is the foundation of innovation. Tomorrow's leading companies and government employers are looking for diverse leaders today – and for more than four decades, they have been looking to INROADS to find them.

The nation's largest nonprofit provider of leadership development solutions and internships, INROADS recruits talented students from ethnically and culturally diverse backgrounds and prepares them to excel in corporate careers and community involvement. Some of the largest corporations worldwide rely on INROADS to find, place, mentor and develop the best candidates, transforming them into future frontrunners with established business competencies and proven leadership abilities.

The INROADS Advantage

Early identification, internships and ongoing leadership development create the long-term relationships vital to recruiting and retaining talented candidates.

INROADS offers a comprehensive portfolio of retention-focused solutions and services that span the career continuum – solutions that help you identify, recruit and retain the diverse talent your organization needs to ensure future viability and secure competitive advantage.

Our unique, collaborative approach to early identification and leadership development of diverse talent focuses on:

- Early exposure to career and college resources for high school students, which allows us to identify talented individuals sooner and begin developing them earlier;
- Leadership development, which combines internships and year-round, comprehensive training to deliver the experiential and educational training college students need to enter and lead in the business world; and
- Continual mentoring, using a wide array of resources and career guides, to smooth the transition to the corporate environment for new graduates and fuel career leadership.

The INROADS Leadership Development Portfolio

INROADS COLLEGE LINKS

Pre-college exposure for high school students

INROADS College Links gives 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.

INROADS Core Program

Internships and leadership development for college undergraduates

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 Rising College Seniors

Accelerated internships for rising college seniors

Designed for students already committed to an academic and career path, the 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 HOT PROSPECTS

National database of business-ready college graduates

INROADS Hot Prospects 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 Hot Prospects can begin making valuable contributions to your organization right away.

INROADS MID-LEVEL CAREER ADVANTAGE

National network of proven leadership talent

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 STEM LEADERS

Advancing diversity, innovation, leadership and excellence in STEM education and careers

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

CODES

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GSA SCHEDULE

GSA Schedule 738X Agency Human Capital Strategy, Policy and Operational Planning
Contract Number:
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NAICS:

541611: Administrative Management and General Management Consulting Services
541612: Human Resources Consulting Services
561110: Office Administrative Services
561320: Temporary Help

PRIMARY:

611310: Colleges, Universities and Professional Schools
611430: Professional and Management Development Training
611513: Apprenticeship Training Programs
611710: Educational Support Services
813410: Civic and Social Organizations



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