New Door believes that every young person deserves the chance to become a financially stable, independent adult. Our comprehensive career readiness programs holistically support transition-age-youth by removing barriers and providing access to the paid jobs, training, education, and coaching that Bay Area youth need to achieve their full potential.

“The pandemic hit my family pretty hard. No one was able to get a job, and New Door helped me bring money into my household. I’m really grateful for that. Ever since I joined New Door, it has been nothing but love and positivity. I used to be depressed and didn’t care about school, but New Door gave me strength and made me believe in myself enough to start getting my high school equivalency through their programs- I just passed my third test.”

Devon, 19, Employment Program graduate and Education Program participant

321 youth were served through employment, training, alumni services, education, case management and graduate services.

86% of youth were employed and/or in school six months after graduating from New Door’s programs.
Even prior to the COVID-19 pandemic and the succeeding economic downturn, San Francisco and Alameda Counties were home to more than 20,000 young people ages 16-24 who were unemployed and not in school. And, when factoring in young people who are tenuously connected to school and in precarious working situations, this number only rises.

But the events that occurred in 2020 caused the already growing opportunity gap to expand exponentially. They also triggered a stark rise in youth unemployment across the nation causing the number of young people disconnected from work and school to swell. With estimates that the number of disconnected youth will easily top six million and could grow to nearly one-quarter of all young people.*

Compounding this, 97% New Door youth are low-income people of color and are uniquely impacted by deep-rooted institutional racism in myriad systems, and workplace and everyday interactions that make economic opportunity difficult to achieve.

**NEW DOOR YOUTH BARRIERS:**

- 71% have no permanent connection to an adult
- 64% are receiving public assistance
- 19% have been involved in the child welfare system
- 39% have experienced homelessness
- 23% have had justice system involvement
- 42% have been disconnected from high school at some point

Program participants, who were already experiencing barriers to employment and education, have been hit especially hard by the pandemic and will come out of this crisis even more behind without access to interventions and support.

* Measure of America, 2020
Daniel, 17, Employment Program graduate

“This program really helped me in all the ways: financially, emotionally, and mentally. It got me more confident in the workforce and eased my anxiety because I had stable income. My plans now are to go to a community college and then transfer to a UC. I’m still thinking about what I want to do but I’m interested in becoming a lawyer.”

Gaining professional skills: “The weekly workshops were really helpful. Even if it was on a subject I already knew a little about there was always something else I could take away from it. My favorite one was about financial management. I got more knowledge on credit and debit, banking and money lenders, and it reminded me to save money, too. I also learned from workshops and case management that having self-advocacy is really important and I brought that into the workforce and also in my personal life.”

On his virtual internship: “I needed to be responsible for myself, and I knew that people were relying on me so it was really important that I get my tasks done on time. The job gave me new insight on the inner workings of small businesses and how they operate because I reported directly to the manager. I got to learn about customer service, website support, advocating for reusable utilities, and got started on creating an eco-bench in Golden Gate Park. I really enjoyed it!”

One-on-one-support: “My case manager was hands-down the best case manager ever. She made me feel like things weren’t all hopeless and that I can have some control over my life. I feel more confident in my abilities and how to handle an unpredictable future, which I wouldn’t have felt without New Door.”

Financial stability: “Having a weekly paycheck helped me feel secure. Before that, my mom wasn’t working because she’s taking care of my younger sister and my dad lost his job, so we used my paychecks to support the house. Once I got stable income, they felt a lot more relieved.”
Employment Program interns work 12 hours a week at paid, virtual internship sites, in addition to weekly skill-building workshops and case management sessions. Interns are employed at a variety of organizations and companies that they choose based on their career interests and goals.

“It was really neat to see how we were matched with an intern who was the right fit for our company and had the skills needed to be successful here. It helped me see firsthand the broad range of people who are getting involved with New Door and I’d recommend the experience to any company, as I’m sure you’ll find a good match!

Our intern got more confident with the types of tasks assigned to her and was quite autonomous by the end. She was incredibly resilient and hardworking, and even finished out her internship while going through quite a big personal life change. I think that the coaching that New Door gave her really instilled values of being on time and communicating clearly to your manager when something about your work schedule needs to change. She was really reliable, and I know she’ll take this approach to her next job as well.

We’re excited to have two interns just starting out with us now who will also be able to form a positive relationship with each other throughout the experience.

Helping young people get real job experience is a highly impactful mission. New Door is doing work that will help people kickstart their careers. The work experience plus the added education and guidance makes New Door a program that I hope can keep expanding to serve young people that would benefit from it.”

“Since interns don’t get to personally interact with the customers during this time, it was powerful for them to see how the social media posts they created for the store led customers to buy things. That experience helped them realize they’re making a difference at our business.”

Jill Holloway, Co-Owner, CFO/COO, MudLab

WE PARTNER WITH 130+ EMPLOYERS ACROSS THE BAY AREA
“I’ve been through so much and New Door was always a home for me. This place completely changed my life. The programs taught me how to tackle everything and taught me inner strength. I didn’t know how to navigate getting a job or being professional, but New Door gave me those skills, plus emotional, mental, and educational support.”

Jinny, 21, Employment and Education Program Graduate

Throughout 2020 New Door’s Education Program consistently provided paid, weekly classes and found creative solutions to help 20 hardworking students reach their goals.

83% high school equivalency test pass rate.

STUDENT PROFILE:

MEET JINNY

“I got connected to New Door back in 2017 when I was overcoming many hardships. New Door gave me that safe space where I could come into myself and integrate back into society after going through everything that I went through.

The pandemic happened in the middle of my pregnancy. I lost a lot of prenatal care that I should have been getting and my partner got laid off from his job too. There was a lot of uncertainty around my pregnancy and also around financial stability.

I got to connect with New Door again this year for the educational opportunities and this gave me something to look forward to. It was something that I got to work on amidst the chaos. The classes were always fun and felt like a little light that I had through the uncertainty. Now that I’ve graduated with my high school equivalency, I’ve applied to City College and am interested in going on to nursing school.”

Virjinia Elizabeth
December 8, 2020 - San Francisco - 3

I finally passed my final HiSet test today!!! After almost 3 years of adult education, I’m officially a high school graduate ✌️✨ Thanks to all the education staff at New Door Ventures for your unconditional support! This program has truly taught me so much and helped me integrate back into society after an extremely traumatic teenage-hood. They gave me a safe space to really grow into myself and heal. They taught me professionalism, gave me a job, and gave me financial supp... See More

— at New Door Ventures.
In a year that prompted quick action, immense changes, and a deeper examination of systemic inequities, New Door helped Bay Area youth stay engaged, motivated and moving forward toward career and education goals.

**2020 IMPACT**

“Working with New Door has been an incredible experience. The team offers our students dynamic programming that is attuned to our unique school model and student needs. New Door has been open to working collectively and collaboratively; they welcome feedback, observations as well as thought partnering and problem solving alongside our school team. It is apparent how much they care about working with young people — providing the conditions, tools and critical thinking skills for them to thrive in the workplace.”

Celan Beausoleil, LCSW Director of Youth Chance High School

**DIRECT COVID-19 RESPONSE:**

We quickly pivoted to modified, remote programs so that program participants’ professional development goals weren’t interrupted by the pandemic.

- **70 laptops and 40 internet hotspots** added to a lending library for interns lacking technology access.

- **89 young people completed** virtual or in-person internships at 39 businesses.

- **97 interns worked** in close collaboration with their case managers on digital assignments designed to enhance their knowledge and skills within their field of interest.

**PROGRAMMATIC SUPPORT:**

- **74% of graduates were employed** and/or in school at exit amid skyrocketing youth unemployment rates.

- **50 youth served** through alternative education school cohorts.

- **212 weekly skill-building workshops** in hard and soft skills.

- **4,715 hours** of intensive case management.

- **$334,860 in wages and stipends** for program participants and alumni.
A young person's connection to New Door lasts longer than their first job experience or time spent in our signature internship program: alumni participate in monthly professional development workshops and career counseling, have access to job openings with partner companies and can take on leadership opportunities through two alumni-led councils.

New Door’s Graduate Services program builds out a longer continuum of service, bridging the gap between our transitional Employment Program and careers in the marketplace through networking, knowledge, and support.

New Door alumni participate in monthly professional development workshops that build upon the skills youth begin to develop in the Employment Program.

“During the pandemic the Alumni Leadership Council helped me feel connected and the projects made us excited to job search. I really liked the workshop on building out our LinkedIn profiles. It was nice to know that once a month we were able to engage with each other and not feel so lonely. It helped me to know that there were people going through the same thing as me.”

Jenn, Employment Program intern and member of the Alumni Leadership Council

113 youth received alumni services.

450 hours of skill-building, coaching, and job search support provided.

15 San Francisco and East Bay Alumni Leadership Council Members.
DEAR FRIENDS,

We began 2020 with great optimism. After serving more youth in 2019 than ever before, we anticipated continued growth in our flagship internship program. We were excited to launch a new program we are calling StepHire. Its goal is to place New Door graduates with local employers in permanent positions, thereby breaking down the opportunity gap that keeps talented, curious, transition-age youth in the Bay Area from accessing long-term employment.

Unfortunately in 2020, vulnerable young people and local nonprofit organizations like ours experienced new and unforeseen challenges and heartbreaks. Family incomes and jobs disappeared overnight. New Door youths’ lives were tragically and senselessly lost to violence. And young peoples’ connections to work, resources, and education grew even more tenuous as the world moved online and left them behind due to lack of access to technology and internet.

With these new challenges came barriers that are all too familiar. The COVID-19 pandemic, subsequent economic downturn and reckoning with institutional racism called overdue attention to the societal inequalities and injustices that have long been felt by the youth New Door serves. 97% of whom are people of color and 100% of whom are low-income.

Throughout the year we approached every decision with youth voice and needs as our guiding principles while acting nimbly and quickly in our service delivery:

- **Interns never stopped making professional and educational gains.** We joined forces with new and existing business partners to provide virtual internships as safe alternatives to in-person work that provided the same, meaningful exposure to different career paths. As a substitute for in-person work experiences, our entrepreneurial program staff also developed individualized plans for each intern, tailored to meet their needs and their professional goals. As high school equivalency testing sites remained closed, New Door successfully petitioned to become an on-site testing center for San Francisco, enabling students to safely pass their GED and HiSET tests in our own community center.

- **Access to financial support made all the difference.** New Door consistently provided financial resources to actively engaged program participants ensuring they could take care of essential needs.

- **Case management felt like a lifeline.** Participants received personalized support on weekly assignments, long-term goals, and general wellness check-ins. For many New Door youth, COVID-19 made already challenging living situations more tenuous, and case management served as a stable and reliable support system.

We’re extremely proud of keeping youth learning and earning though COVID-19 and we are hopeful for an increased focus on local and national legislation investing in the wellbeing of youth. But the reality is that the need is significant and together we must stay laser-focused on fulfilling our mission.

For transition-aged youth, the unemployment crisis rages on: Americans between ages 16 to 24 are experiencing unemployment at twice the national average and 28% of youth are disconnected from work and school. As the world continues to open back up and opportunities emerge, we must make sure that vulnerable youth are not left behind. With your continued support we’re confident that we will collectively build a future where all young people can successfully transition to an adulthood characterized by economic stability and opportunity. On behalf of the hundreds of young people whose lives you help change, thank you.

In solidarity,

Omar Buter, CEO

Bob Ceremsak, Board Chair
Our work would not be possible without the support of our generous and collaborative individual, foundation, corporate, faith-based and public partners. We deeply appreciate all of you who have supported New Door and youth through our history and through 2020.

Younger Family Fund has invested in New Door since 2006 and, within the last two years, has supported New Door’s work through both a leadership transition and our organizational response to COVID-19. We are immensely grateful for YFF’s shared vision and generosity toward supporting vulnerable individuals in the Bay Area.

“A wave of job uncertainty and fear for the future hit all of us during COVID, no matter our experience. We asked ourselves: Who is looking out for those that will be hit the hardest during COVID? New Door lands at the top of the list. Its deep roots in the community, financial savviness, and strong team assured us that it would continue to be a hub of connection and steadfast resource for motivated young people. They listened to what young people needed and although internships went through a lot of change, they continued to provide stable income, skill building, community, and dignity for young people." Julie Aleman, Executive Director

**New Door embarked on 2020 with a planned deficit to be supported by reserves. We were able to reduce this deficit significantly over the course of the year thanks to the generosity of our donors and strategic decisions around budget management.**

*In 2020 after a thorough financial and programmatic evaluation, New Door came to the difficult conclusion that owning and supporting two social enterprises was no longer aligned with our programmatic direction, our client’s evolving needs, and the changing landscape of workforce development. Thank you to the customers and community who made the enterprises unique businesses where youth learned and worked.*
“The Ambassadors Council has grown tremendously since 2016, both in size and structure: there are now different committees so that members can focus on specific areas that resonate with us the most. In 2020, committees tackled important topics like the expansion of New Door’s professional development programs, intern site readiness, and successfully fundraised for a youth Chromebook lending library.”

Alyssa Taylor, Ambassadors Council Board Chair

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GET INVOLVED

An equitable Bay Area where all youth are able to reach their dreams and become successful, stable adults is possible. Join us:

VOLUNTEER
Share your skills, passion, and expertise with Employment Program participants and New Door graduates at skill-building workshops focusing on subjects such as professional communication, financial management, mock interviews, resume building, and career exploration. newdoor.org/volunteer

JOIN THE AMBASSADORS COUNCIL
This passionate group of professionals is committed to increasing awareness and impact of New Door’s mission throughout the Bay Area, utilizing their skills and networks to support operational efficacy, community-building, and fundraising initiatives. newdoor.org/ambassadorscouncil

GIVE
Your gift puts vulnerable young people on the path to economic independence by providing first jobs, education resources and supportive career coaching. Every dollar makes a direct difference in the lives of local youth. Check to see if your employer matches donations or volunteer hours to double your impact. newdoor.org/donate

HIRE YOUTH
Provide meaningful first jobs and add value to your business by hosting an intern or hire program graduates who are ready for their next long-term role. newdoor.org/partner

“I struggled with homelessness for a year, and after transitioning to stable housing I needed help finding a job so I connected to New Door. During the pandemic, I was feeling very lonely and stagnant. I was very unsure about what I was going to do for work and what was available. New Door gave me a job and goals to reach.”
Mariah, 19, Employment Program graduate

FOLLOW US: Stay up to date on our programming and mission through our social media channels

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