State Street and Year Up Partner for Mutual Success

Founded in 1792 and headquartered in Boston, State Street Corporation is the second-oldest financial institution in the United States and a leader in the industry. But like many companies, State Street faced an entry-level talent shortage. Enter Year Up, a nonprofit that sets underserved young adults on the road to career and financial success through training and job experience opportunities. Specifically, Year Up helps companies fill skills gaps in IT, finance and operations, sales and marketing, customer service, and custom solutions. State Street, which was familiar with Year Up’s impressive work as a corporate donor, decided to create a more strategic partnership with the nonprofit to expand its candidate pool and to capitalize on the nonprofit partner’s expertise.

State Street started small with a Year Up IT internship pilot. The two organizations worked together to rightsize the roles for the young adults and communicated closely throughout the pilot. Year Up ensured that students were work ready, due to comprehensive training in technical skills and soft skills. Simultaneously, Year Up provided training to supervisors that set clear expectations on what intern oversight required in concrete, measurable terms.

What began as a small pilot has now become an integral part of State Street’s business strategy.

Partnering with Year Up provides a pipeline of ready-to-work talent for a variety of departments, creating stronger community relations and increased employee diversity. Indeed, Year Up has become one of the largest sources of entry-level talent in IT and finance at State Street Corporation, with more than 300 Year Up graduates hired to date.

State Street has not only expanded its talent pool, but it has redefined job requirements for certain roles, both of which are crucial to creating business success in today’s landscape. The company now fills 50 to 60 entry-level positions in IT and finance annually with Year Up graduates, jobs that were traditionally filled with graduates from four-year colleges. The partnership has increased employee engagement and has helped the company better reflect the gender and ethnic diversity of the local community and the globe. In addition, the State Street-Year Up partnership lowered entry-level employee turnover overall, and the company sees 10% to 20% better retention rates for the roles that Year Up graduates take on full time.

What is the State Street secret of youth employment success? Expand your talent sources, partner, see results, measure and improve, and link youth initiatives even more directly to business strategy—repeat as needed.

1. “State Street Corporation” on the Year Up site.
   http://www.yearup.org/stories/state-street