

PARTNERSHIPS IN POST-SECONDARY & WORKFORCE DEVELOPMENT

Duke partners with non-profits, educational organizations and local government to improve post-secondary and workforce development opportunities in Durham. This begins with investment in college and career readiness programs in middle school and high school. It continues with workforce development programs like internships, career track training and partnerships with regional colleges and universities. Duke supports local non-profits that provide hands-on training and coaching to remove barriers for job seekers. Living wage compensation and a commitment to supplier diversity initiatives are steps in the right direction toward a robust workforce.



Examples of Duke Post-secondary and Workforce Partnerships

Workforce Development Opportunities

Duke partners in a variety of workforce development opportunities in Durham. For 15 years **Duke Health** has hosted 20 summer interns through the **Durham Youthwork Internship Program**. Duke also partners with **NCCU** to provide two separate summer internship programs for undergraduates majoring in allied health fields and in communications. **Duke Regional Hospital** hosts **Project SEARCH**—a partnership with **DPS**, **OE Enterprises**, **North Carolina Vocational Rehab** and **Alliance Behavioral Health** that provides internships to prepare **DPS** high school students with developmental disabilities. **DRH** also offers the **junior volunteer program** for area high school students to gain clerical and customer services work experiences in a health care setting. **DRH** piloted the **Northern High School Culinary Internship** in 2017—a partnership between **DRH** and **DPS**. Annually, the **Duke Office of Information Technology** recruits dozens IT interns from surrounding technical and four-year colleges.

Duke invests in career readiness, training and fairs to help provide successful career pathways. For example, Duke HR offers multi-month **Foundational Skills**, **Front Line Supervisor**, and **Financial Certification Programs** to help chart a career track. Duke also offers partners with local vocational schools to provide career readiness training such as resume writing and mock interviews in partnership with **NCWorks Career Center**, a part of the **NC Department of Commerce**.

Post-Secondary Access Opportunities

Duke College Advising Corp places 18 full-time college advisers in high schools in Durham and surrounding counties. Early college awareness is reinforced through **School Days** an annual program with **DPS** that brings 300 potential first generation college students to Duke to get a taste of college life. Other STEM classroom programming through **Pratt School of Engineering** and **Nicholas School of Environment** help expose younger students to college and career options. **Duke Regional Hospital** has been a partner with **City of Medicine Academy (CMA)** and **DPS** since the 1990s. It offers students hands-on opportunities to pursue a career in medicine. Duke also offers middle and high school enrichments like **Duke TIP** to promote academic achievement and access to college.

Supporting Non-Profits & Eliminating Barriers

Duke partners with local non profits to help eliminate barriers to successful workforce participation. Duke has invested in the **Helius Foundation's Unity Fellows** to jumpstart small minority-owned businesses. Duke leaders have served on the board of **StepUp Durham**, a non-profit that offers free employment readiness training, coaching and job seeker services. Duke has partnered with **Dress for Success Triangle NC**, a women-focused non-profit that empowers women as they make career transitions. In 1998 Duke helped launch **Partners for Youth Opportunity** to provide Durham youth with mentoring, employment and educational support.

Duke supports hiring justice-involved individuals and convictions are considered on a case-by-case basis. In November 2018 Duke "banned the box" eliminating a required question about past convictions. In July 2019 Duke enacted a **\$15 per hour minimum wage** for all eligible employees and full-time contract workers.