Through its partnership with Year Up, Covidien invests in both its future workforce and the community.

Covidien, a leading global healthcare products company dedicated to innovation and long-term growth, provides medical solutions for better patient outcomes. With 38,000 employees in 70 countries, Covidien is focused on building a diverse workforce which, in turn, allows Covidien to meet the needs of its customers in more than 150 countries worldwide. Covidien is also deeply committed to supporting and strengthening the communities in which it operates, and through this commitment, strives to hire locally whenever possible.

“We are extremely proud to be a partner with Year Up. Our experience with the organization and its participants has been very positive. The young adults who have worked at Covidien are professional, dependable and committed to succeeding in a business environment. The interns and employees from Year Up are very capable and enrich our company.” - Joe Almeida, Chairman, President and CEO, Covidien

Covidien’s growing partnership with Year Up, a national nonprofit organization that provides urban young adults with the skills and resources they need to reach their potential, has helped the company to work toward these two commitments. Year Up provides Covidien with access to a motivated, diverse and local talent pipeline of which Covidien has taken full advantage by hosting interns and subsequently hiring a significant number of those interns into full-time positions. But the relationship extends beyond interns and hires; through the Year Up partnership, Covidien invests in the community through mentoring opportunities and philanthropic donations. This comprehensive partnership allows the company to make an impact in the community while also fulfilling its own talent needs.

Business Outcomes
» Develop a strong pipeline of local talent
» Increase workforce diversity
» Introduce an innovative, non-traditional recruiting strategy to explore new sources of talent

Social Impact
» Strengthen the economic health of the local community
» Empower local young adults to become successful through education and career training
» Provide individualized coaching through mentor-mentee relationships

Year Up/Covidien Stats
» 41 Year Up interns hosted to date
» 29 Year Up alumni hired by Covidien for contract or permanent positions
» 8 Covidien staff volunteer as Year Up mentors

About the Partnership
Covidien first learned of Year Up in 2009, when the Information Services (IS) department hired Franklin Tavares, a Year Up graduate. Franklin's high quality work and can-do attitude quickly stood out and opened the door for other Year Up students to intern with Covidien. Since Franklin joined Covidien, more than 40 Year Up students have had the opportunity to intern at the company.

Covidien hosts Year Up interns for six-month internships across multiple departments, including IS and Ask HR. Prior to starting the internships, students receive six months of intensive training through Year Up focused on developing the technical and professional skills needed to succeed in the workplace. Year Up interns arrive at Covidien with a set of fundamental skills and use the six-month internship to further develop those skills and prepare for entry-level positions in information technology and customer service. For Covidien, the interns represent a pool of talent and the internship gives the company the chance to assess potential employees with no obligation to hire.
Building the Business While Benefitting the Community

Covidien, like many other global companies, is constantly looking for new sources of talent and, over the years, Covidien has partnered with schools and organizations in an effort to develop feeder programs to meet its talent needs. Year Up has proven itself as an exemplar program. As Covidien’s Information Services Senior Director of Computing Services, Andrew Lyall says, “after hosting the first couple of interns, Covidien felt as if we had ‘hit a goldmine.’” Interns not only show up with the talent, but also and perhaps more importantly, arrive with a positive attitude – they are motivated and ready to learn.

For Covidien, knowing business protocol – such as eye contact, handshakes, respectful listening and how to interact with coworkers – is a critical skill employees need to succeed and Year Up interns have the right combination of those professional and core skills to thrive on the job. Moreover, the motivation, resilience, can-do attitude and eagerness to learn positions interns well to advance throughout the six-month internship and prepare for full-time roles. For Covidien, this combination of skills, motivation and attitude has made Year Up an ideal partner in developing a valuable talent pipeline.

In addition to accessing a local talent pool, the Year Up partnership provides Covidien with a variety of meaningful ways to invest in its community. Many Covidien employees, including CIO Steve McManama, VP of Civic Affairs Teresa Hacunda and VP of Human Resource Operations Dan Finacchio, have served as mentors to Year Up students. Each Year Up student, through their participation in the program, is matched with a professional mentor to provide guidance as they enter the workforce as an intern. Mentors are a powerful way for students to access one-on-one coaching and build their network. But, for Covidien employees, the experience has proven to be just as impactful for the mentor as for the mentee.

Mentoring allows employees an opportunity to develop coaching and leadership skills while helping enhance the experience of the intern. Moreover, the personal connection and deep relationships often go beyond the co-worker experience. Mentors, including Teresa Hacunda, note the power of a strong relationship with a young, motivated adult. In Teresa’s mind, she “gains as much as the student does in the relationship.”

Mentoring is just one way Covidien’s commitment to Year Up and its community expand beyond its talent needs. Covidien has also made philanthropic investments in the Year Up program located in Providence, RI and has supported key programmatic growth which, ultimately, benefits young people in Southern Massachusetts and Rhode Island.

A Growing Partnership Demonstrates Success

Since the IS department hosted its first intern in 2010, Covidien has increased the number of Year Up interns placed at the company to 10 per six-month cycle and expects that number will likely grow.

As news of Covidien’s IS success with Year Up spread, other departments took note and started hosting Year Up interns at Covidien. Three years after the partnership began, Year Up interns are placed in six distinct departments, ranging from IS to HR. In fact, Covidien has looked to Year Up to think strategically about what other roles and departments might create strong opportunities for Year Up interns and graduates. Covidien also considers the broader Year Up alumni community, including those alumni that did not intern at their company, as part of that talent pipeline. In the past three years, they have hosted 41 interns and hired more than 29 Year Up alumni into contract and permanent positions.

Looking to the future, Covidien is keen to explore how they can expand the partnership to new cities and is working with Year Up to identify other geographies including Miami, FL, Washington, DC, and Atlanta, GA where a large logistics center is located. This collaborative expansion, both in Southern Massachusetts and across the country, will provide Covidien with new sources of talent for a number of its operations.

Year Up fits perfectly into Covidien’s desire for a diverse, local workforce. Year Up interns are able to add talent, youth and a fresh perspective to Covidien’s team while allowing Covidien to hire locally and, by doing so, support their local community in a very real way.

Background Information

ABOUT COVIDIEN
• 38,000 employees
• $10.2 billion revenue
• Healthcare
• Covidien is a global healthcare products leader that creates innovative medical solutions for better patient outcomes and delivers value through clinical leadership and excellence

ABOUT YEAR UP
Year Up is a one-year, intensive training program that provides urban young adults 18-24 with a unique combination of technical and professional skills, college credits, an educational stipend, and a corporate internship. Year Up operates in Atlanta, Baltimore, Boston, Chicago, National Capital Region, New York City, Providence, Puget Sound, and the San Francisco Bay area. Each site partners with a post-secondary institution to award up to 23 college credits to students for work accomplished during the six-month classroom training period. For more information about Year Up, visit www.yearup.org.

ABOUT THE EMPLOYMENT PATHWAYS PROJECT
The project is catalyzing a national effort to “flip the switch” on employer demand for opportunity youth – young adults ages 16 to 24 who are out of school and work. The project works to harness the power of the private sector so that employers play an active role in developing new sources of skilled talent.

Onyeda’s Story

In 2007, Onyeda was accepted to the University of Rhode Island and planned to attend college until she was informed by the University that due to her immigrant status, her financial aid had been invalidated. Unable to pay her own way through school or apply for a loan, Onyeda was forced to give up her dream of going to college. With just a high school diploma, she worked dead-end job after dead-end job for three years before being introduced to Year Up. Eager to get college credits and earn an educational stipend while doing so, Onyeda applied for Year Up and was accepted.

After completing six months of training, Onyeda became the first Year Up student to earn an internship at Covidien. The fast pace of Covidien’s workplace made the first few weeks hectic, but once Onyeda adjusted, she found the environment energizing. Onyeda notes that, from day one, everyone she worked with was “friendly and willing to help.” At the end of her internship Covidien offered Onyeda a full-time job with benefits, which she readily accepted. Since joining Covidien, Onyeda has been promoted twice and now serves as a team lead. She has also utilized Covidien’s generous tuition reimbursement program to return to college. With the help of Covidien, Onyeda was able to get her Associates degree from the Community College of Rhode Island and is now enrolled at the University of Rhode Island and working toward her Bachelors’ degree in Business Administration.

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