2020 Summer Intern: Employee Ownership Policy

Project Equity grows community wealth by retaining successful local businesses through employee ownership transitions

Do you want to see a world where the average employee has economic security and businesses help build resilient communities? So do we! Our mission is to foster economic resiliency with low-income communities by demonstrating and replicating strategies that increase employee ownership. Project Equity invests in awareness raising to get employee ownership “on the menu,” conducts business outreach and education, then provides direct support for businesses to transition to employee ownership. Project Equity is currently expanding into multiple regions around the country.

Help us tap incredible momentum

Project Equity’s early success and significant attention from media outlets such as Forbes, NPR and the Washington Post have propelled Project Equity forward as a national leader in the movement to harness employee ownership to maintain thriving local business communities, create quality jobs, and address income and wealth inequality.

One of the areas of focus in our work is engaging with government, in order to integrate employee ownership into city, county, state and federal institutions as one path to mainstreaming this highly impactful and underutilized business model. We are wanting to assess whether having a scorecard that highlights cities’ and/or states’ support of employee ownership could be a valuable tool to advance their investment and policy support.

Your role

As a policy-focused summer intern, you will help Project Equity gain a clearer understanding of the past and current policy efforts focused on driving more employee ownership. You will do this through research, interviews and mapping of efforts, stakeholders and jurisdictions. You will help educate the Project Equity team on how to approach policy work (none of us have policy backgrounds), and help us develop a draft policy agenda.

This role reports to Project Equity’s co-founder, and is expected to be about 10 weeks in length. Specific start and end dates are flexible. Our team is distributed and mostly remote, though we do have a small office in Oakland, CA. This is an unpaid internship. Many students are able to tap outside funding sources to cover their summary salary (e.g. through school programs that subsidize work with a nonprofit organization).

What you will do

- Research and catalog existing and proposed / recommended policies that support employee ownership at the municipal, county, state or federal levels.
- Interview employee ownership policy experts to assess the strengths, weaknesses, opportunities and pitfalls of existing and potential future policy efforts.
- Compile existing analyses of impactful policies in other countries that might be relevant to the U.S. context and create a brief summary for Project Equity (a lot of research already exists).
● Identify data and/or gather expert opinions about the impact of existing policy efforts (state or federal) in the U.S.

● Map current policy efforts including who is leading and supporting (both EO organizations and politicians), timelines and policy cycles, likelihood to advance / gain traction.

● Organize a training for internal Project Equity team about how to engage with policy efforts (identify skilled external resources to provide this for us).

● Formulate a draft policy agenda for Project Equity that includes: prioritization of specific policies (city / county, state, federal), which jurisdictions to priorities (level and specific geographies), organizations / initiatives / specific policy efforts that we could align and join forces with (versus having to lead), overall timeline.

How you work

● You are goal-oriented and able to stay focused on and successfully achieve milestones in a short period of time .

● You are deeply interested in how policy can drive change and support employee ownership to scale.

● You have great people and communication skills .

● You are passionate about making a difference and supporting employee-owned businesses.

● You’re excited to work with a small, very agile, remote, fast-moving and sophisticated team.

Areas where you shine

● You bring policy background / experience.

● You’re aware of what you know, and what you don’t know and you seek answers and guidance from mentors.

● You aren’t shy about tracking down information, finding people to answer your questions, and reaching out to organizations, policymakers or others for their advice and input.

● You make things happen -- your project management is exceptional. You are courageous, ambitious, and humble.

Project Equity is a project of Multiplier, our umbrella organization and nonprofit “sponsor.” Multiplier provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, genetic information, marital status, amnesty or status as a covered veteran in accordance with applicable federal, state and local laws.

TO APPLY: Please submit a resume and cover letter by March 23, 2020 to Project Equity at hiring@project-equity.org. In your cover letter, please explain what motivates you to work with Project Equity, and how your experience, skills and commitment will advance our work to create a more equitable economy.

Learn more at www.project-equity.org.