

CROSSROADS EMERGING LEADERS PROGRAM

TRANSFORMING THE LIVES OF LOW-INCOME,
FIRST-IN-FAMILY TO COLLEGE STUDENTS.



A GLOBAL, INTERDISCIPLINARY CLASSROOM

Since its inauguration in 2017, the Crossroads Emerging Leaders Program (CELP) has transformed the lives of first-in-family college students globally by identifying and nurturing hidden pools of talent to cultivate a dynamic network of future leaders.

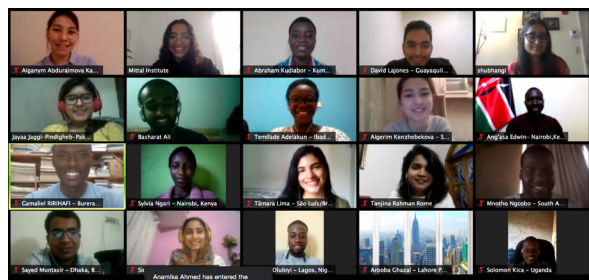
By providing an array of educational resources, direct connections to Harvard faculty, mentorship opportunities, and affinity networks, CELP supports young people around the world in reimagining their academic and professional futures, fostering “success” through locally-grown, aspirational narratives.



PROGRAM FEATURES:

CELP’s multi-stage evaluation process offers a host of benefits to thousands of applicants. These include:

1. Free access to over a dozen HarvardX courses
2. Live, interactive sessions featuring senior Harvard faculty from a range of disciplinary backgrounds
3. Mentorship opportunities with Harvard alumni
4. Membership within a vibrant network of CELP alumni
5. Smaller peer group settings to discuss course materials and academic affinities
6. Machine-learning-based skills assessment and recommendations for improvement
7. Intensive finalist program with case-study based curricula



6000+
APPLICATIONS

115
COUNTRIES

20+
FACULTY



APPLICATIONS OPEN

APPLICATIONS FOR CELP 2021 NOW OPEN [HERE](#)
UNTIL **MARCH 08, 2021**

* For eligibility criteria and program information, please visit the [Mittal Institute website](#) on the link above, or email us at celpglobal@gmail.com with questions.

CROSSROADS EMERGING LEADERS PROGRAM (CELP)

Transforming the lives of low-income, first-in-family-to-college students



CO-FOUNDERS/FACULTY DIRECTORS

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Executive Summary CELP

MISSION:

Transform the lives of low-income, first-in-family-to-College students from around the world to build cohorts of next generation leaders who will have a transformative effect in their societies

PHASE I: 2017 - 2020

IDENTIFIED AND BUILT COHORTS OF NEXT GENERATION LEADERS

- Rigorous program: Multi-stage engagements with global peers, industry leaders, and top academics
- 1102% increase in applicants over 3-year period
- Student participation expanded from 9 to 115 countries
- Developed in-country ecosystem of local sponsors & academic institutions
- Built network of CELP alumni and local sponsors

PHASE II: 2021 - 2026

FOSTER ACTION, GAIN MOMENTUM, AND SCALE THE PROGRAM 10X

- Grow program in the Americas (focus on HBCUs in the US), Latin America and East Asia
- Scale to 1M expressions of interest and increase alumni base to 350,000 by 2026
- Create up to 20 Community Action Awards of \$10,000 each for participants to fund high – impact ideas
- Formalize and expand alumni network
- Establish headquarters in Cambridge MA and connect to regional resource foundries
- Incorporate research to evaluate CELP impact and effectiveness

Research shows that society suffers when we can't find and nurture "Lost Einsteins"



Invisible Geniuses: Could the Knowledge Frontier Advance Faster?

Ruchir Agarwal
Patrick Gaule



Who Becomes an Inventor in America? The Importance of Exposure to Innovation ^{FREE}

Alex Bell, Raj Chetty ✉, Xavier Jaravel, Neviana Petkova, John Van Reenen

PHASE I: 2017 - 2020

Identified and built a cohort of next generation leaders

*Hide not your talents, they for use were made,
What's a sundial in the shade?*

- Benjamin Franklin

Phase I: Student Testimonials



"CELP taught me that geography is never a barrier for ideas."



Quejohna,
Richmond

"CELP provided the tools for me to envision a self-sustained economy in my community."



Galin,
Damascus

"My CELP classmates and I continue to exchange development ideas, academic goals, and professional plans."



Vijay,
Bengaluru

"The comprehensive case-studies, mentors, and professors transformed my perspective on learning."

"For me, this program meant renewal, overcoming, development, and freedom. It made me a better teacher."



Isabella,
Catalão



Molly,
Accra



Lemuel,
Nairobi

"A wonderfully intense and fulfilling curriculum with diverse perspectives."

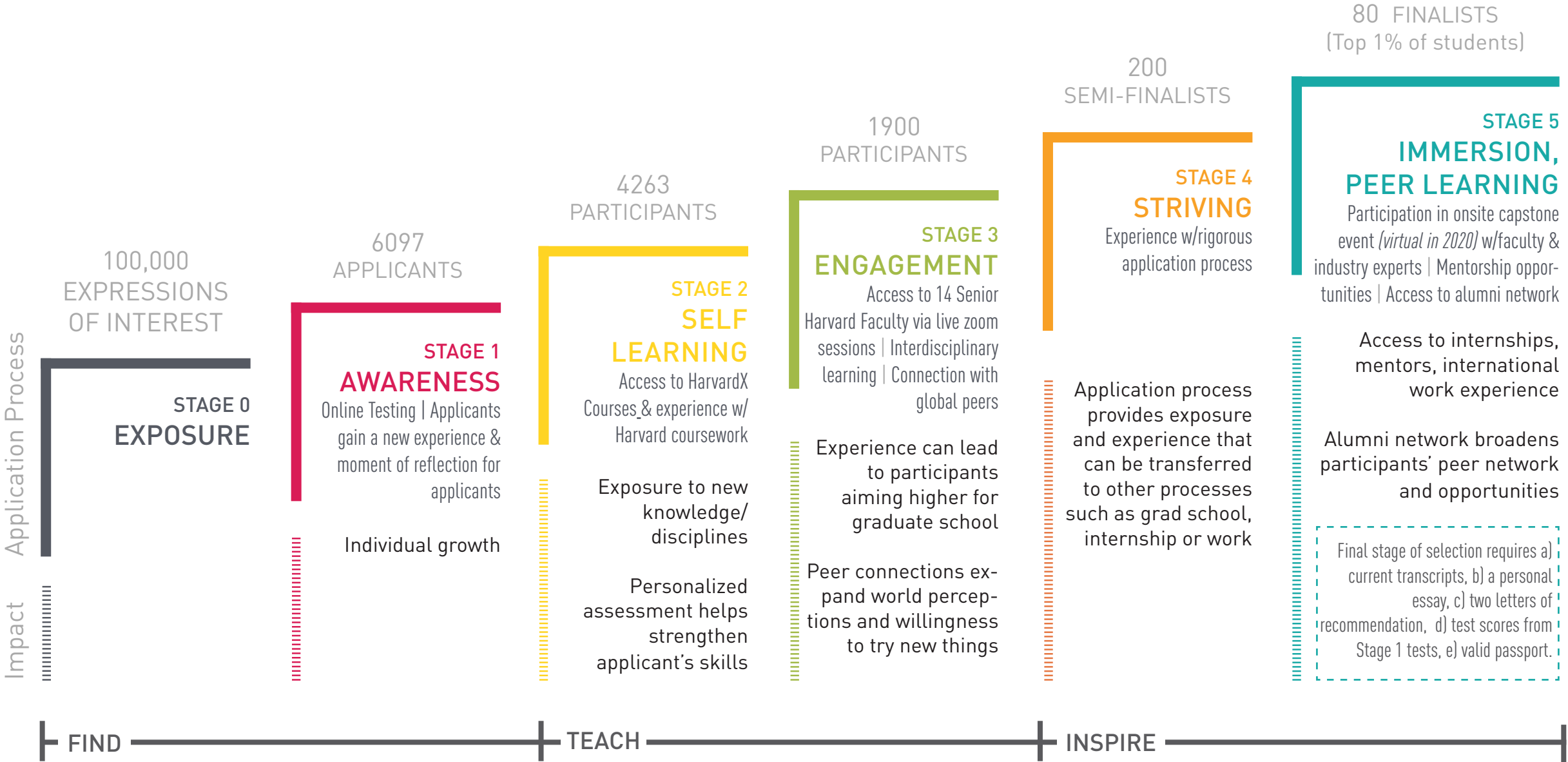
CELP: Forging Connections and Inspiring Change

As a teacher and history student, **Isabella's** goal was to design a curriculum shedding light on women's histories in Brazil. In April 2020 at Dubai, she met fellow CELP finalist **Nelson**, discovered their mutual passion for education, and decided to collaborate.

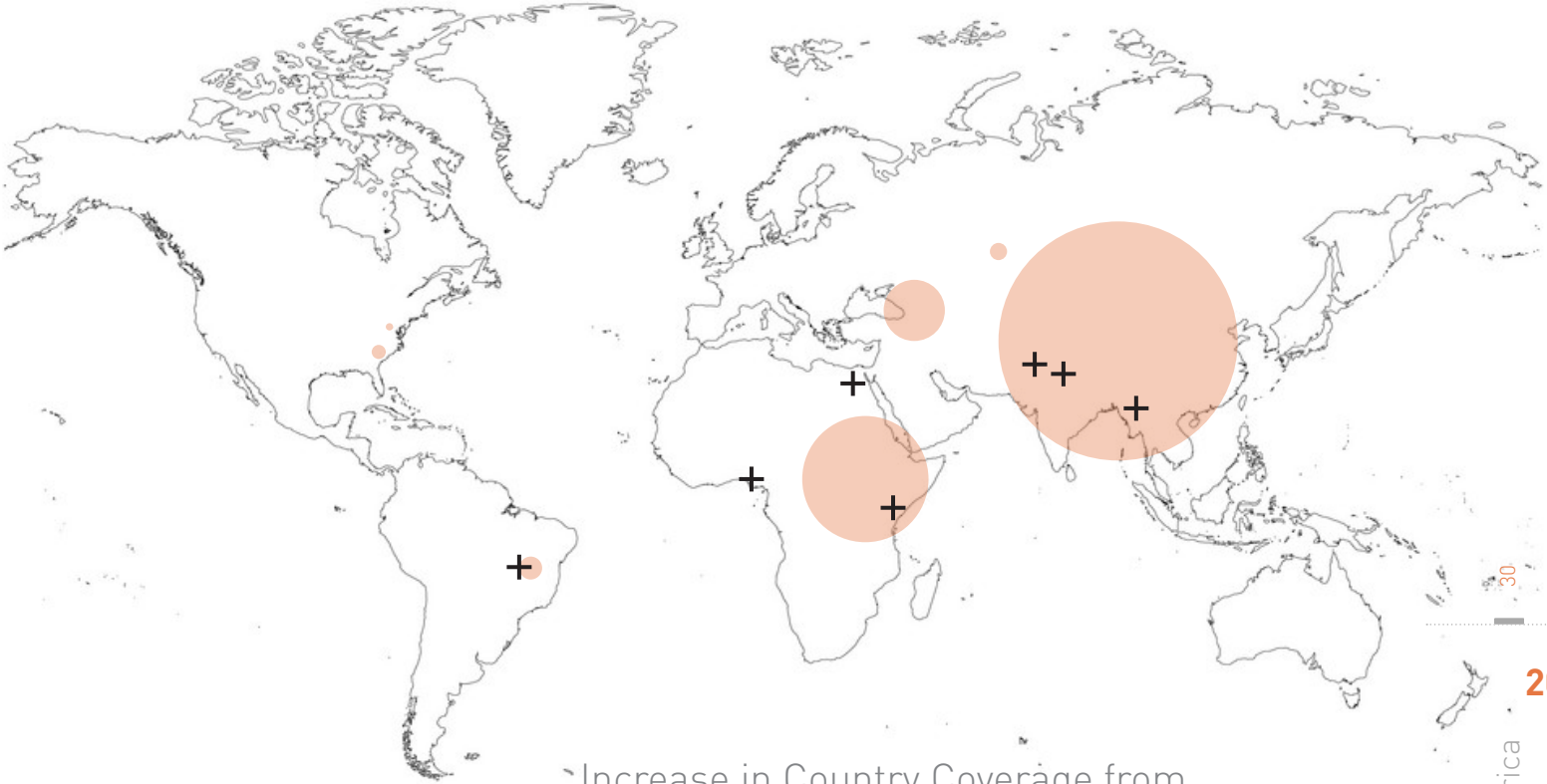
Nelson's experiences in Uganda developing educational tools provided unique insights for Isabella. She was able to implement these teaching strategies at her school in Catalão, creating a game for her young students to learn Brazilian history.



Phase I: Application Process and Stages of Impact



Exponential Growth in Applications

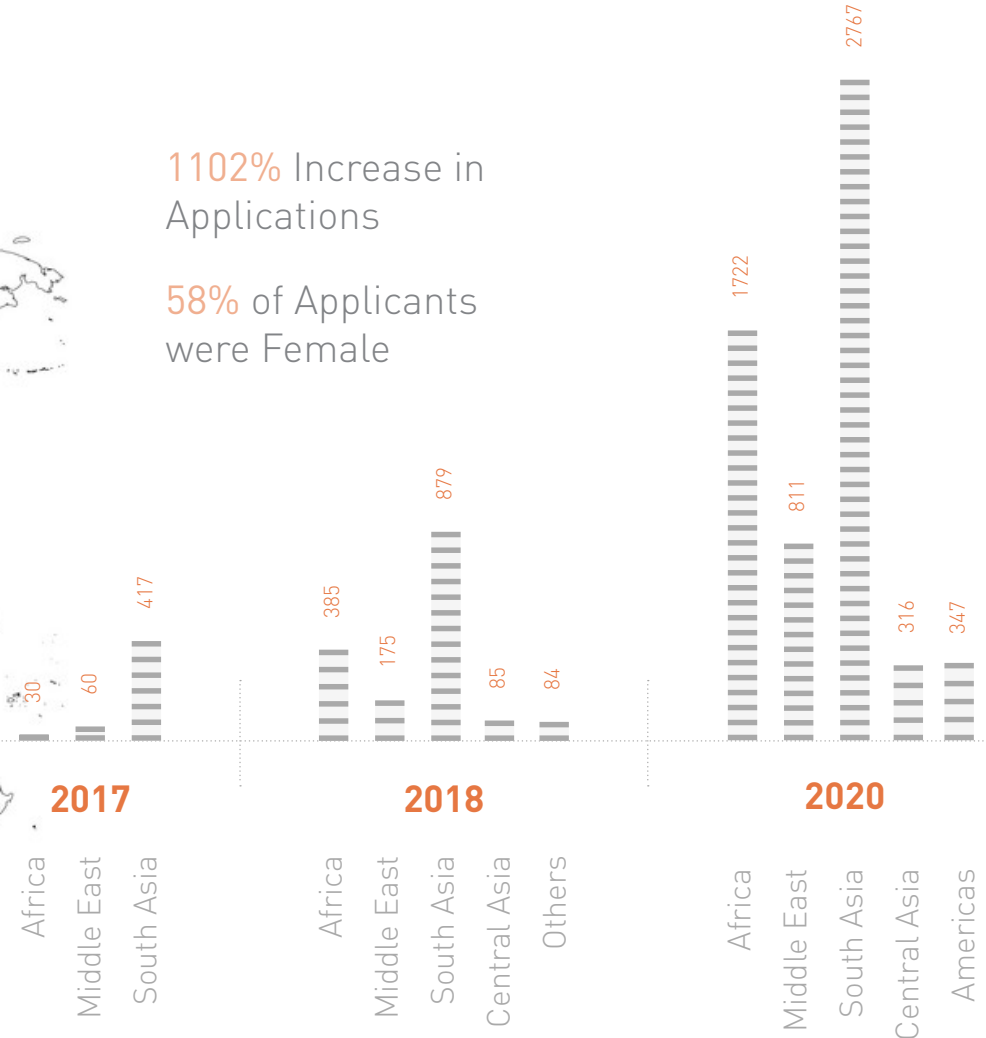


Increase in Country Coverage from 9 to 97 Countries to achieve global scale of operations

+ Top Applicant Cities

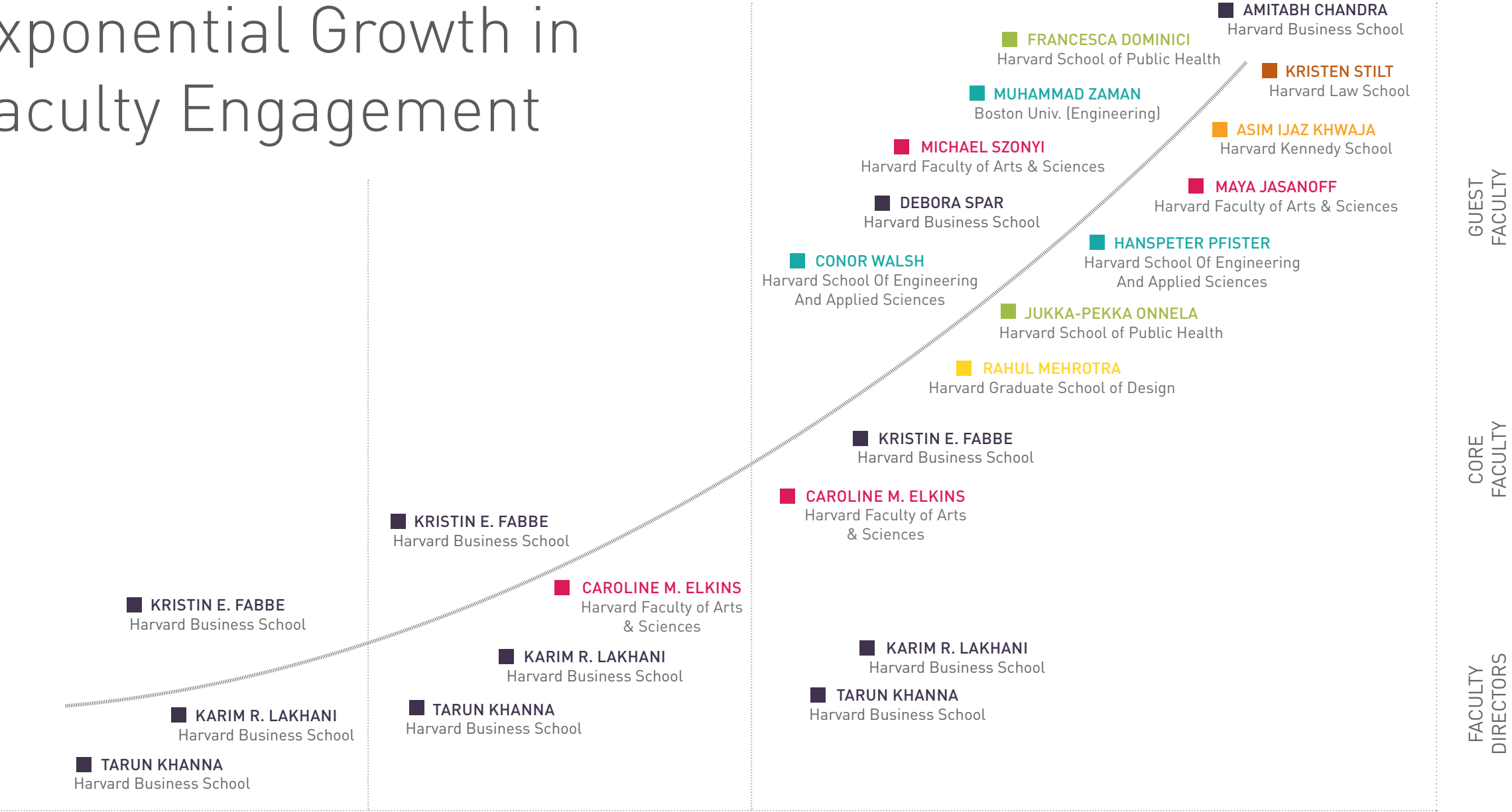
1102% Increase in Applications

58% of Applicants were Female



APPLICATIONS BY REGION

Exponential Growth in Faculty Engagement



2017

2018

2020

GUEST
FACULTY

CORE
FACULTY

FACULTY
DIRECTORS

PHASE II: SCALING (2021 - 2026)

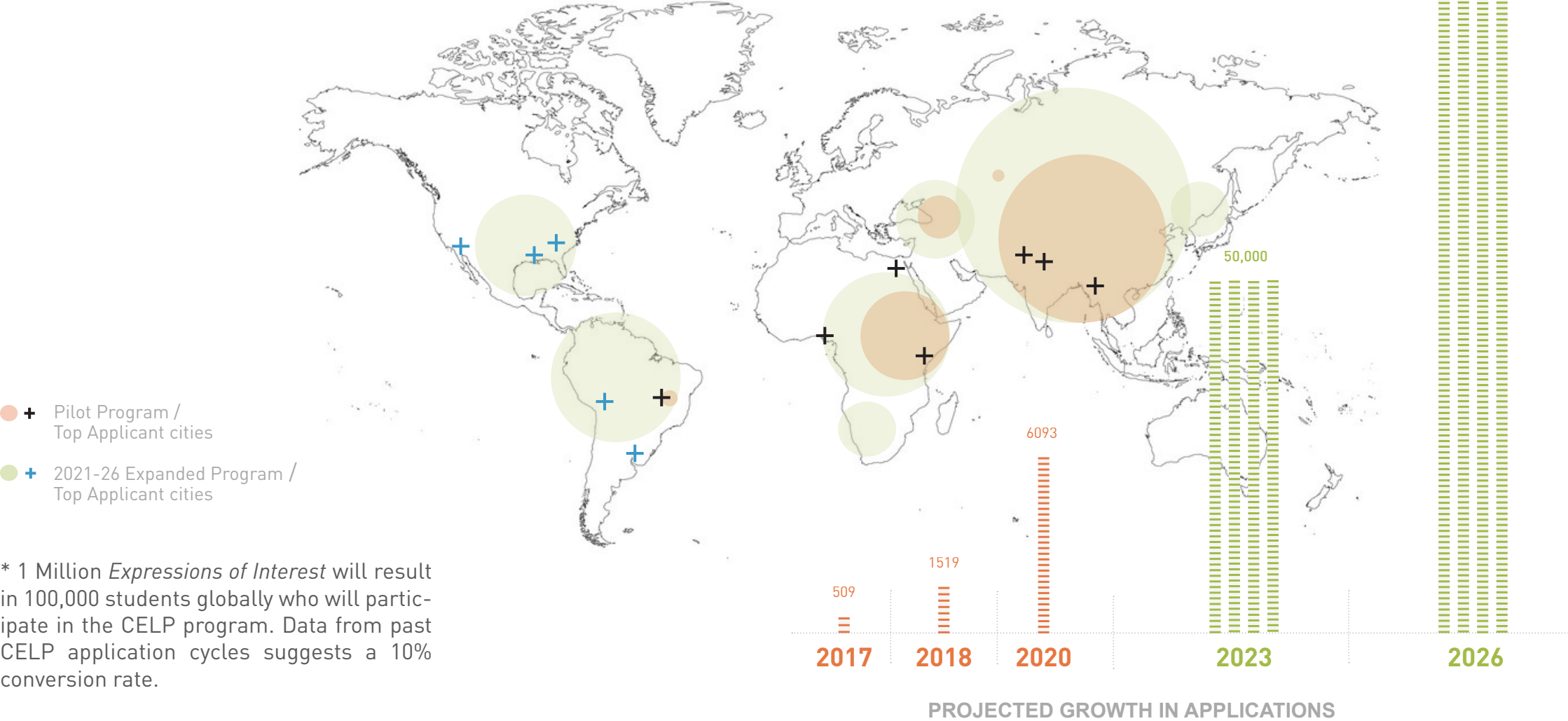
Fostering Action, Momentum, and 10X Scale

A Leader is one who knows the way, goes the way, and shows the way.

- John Maxwell

Scaling 10X Expressions of Interest by 2026*

Increase in the number of CELP Graduates



Phase II: Scaling (2021 - 2026)

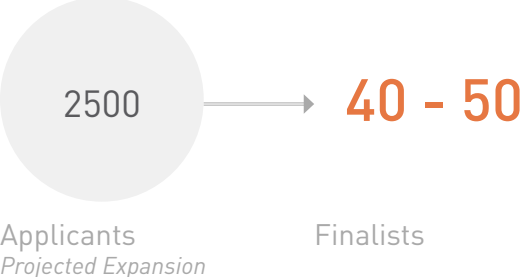
Increase in CELP's outreach to underrepresented, disadvantaged communities in Latin America

Latin America in the CELP Program

2020



10X Expansion by 2026

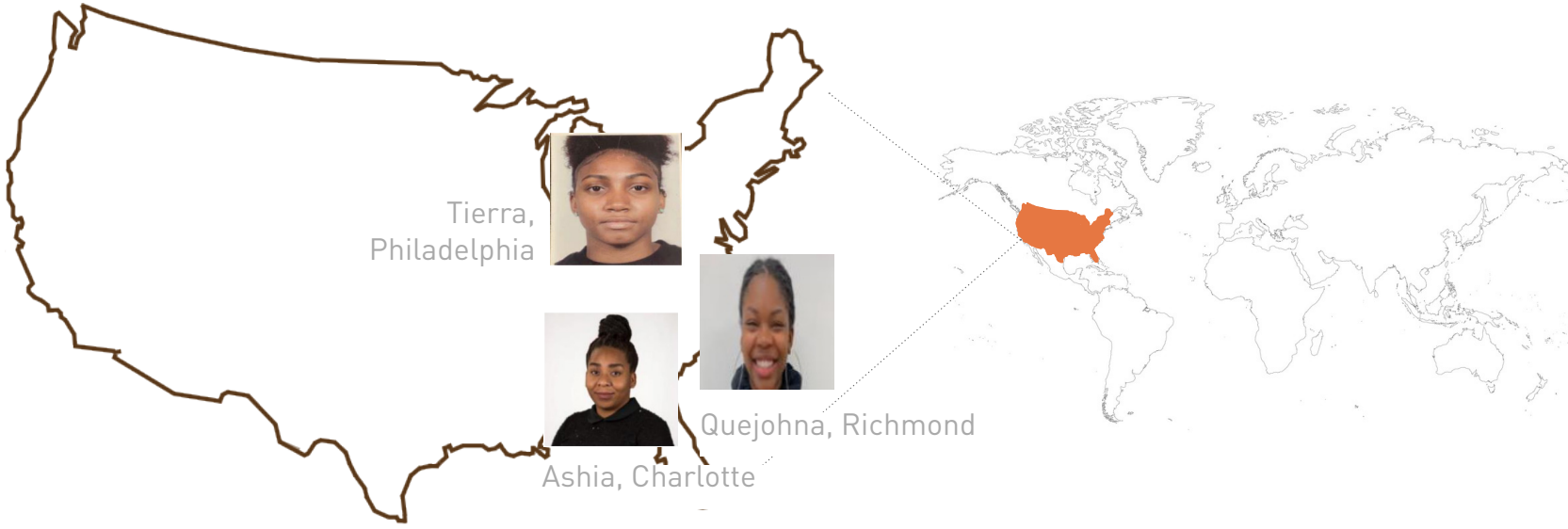
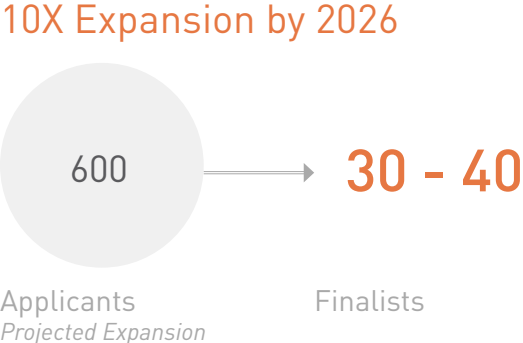
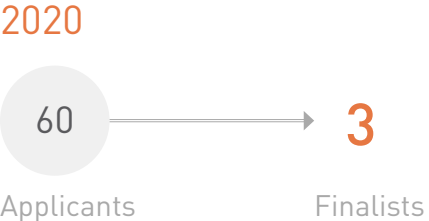


CELP 2020 FINALISTS, LATIN AMERICA

Phase II: Scaling (2021 - 2026)

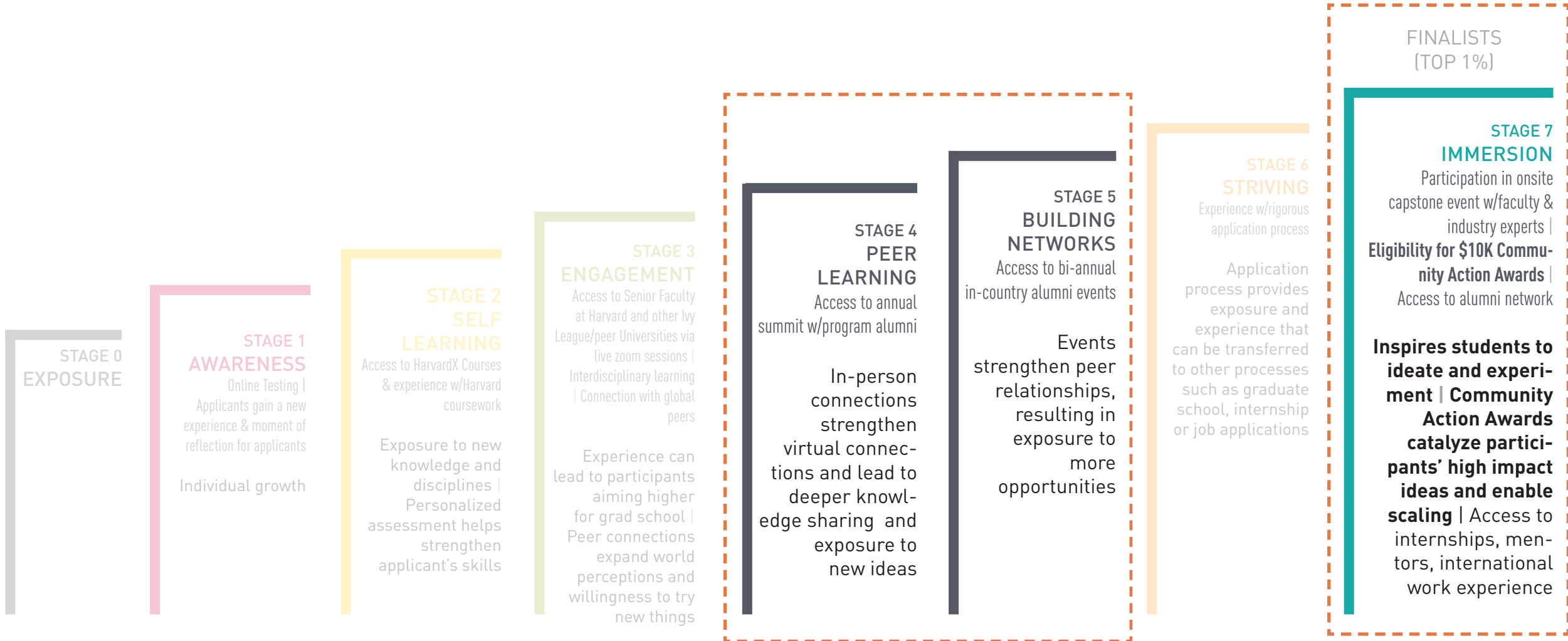
Increase in CELP's outreach to underrepresented students in the United States

United States in the CELP Program



CELP 2020 FINALISTS, UNITED STATES

Program Expansion and Stages of Impact



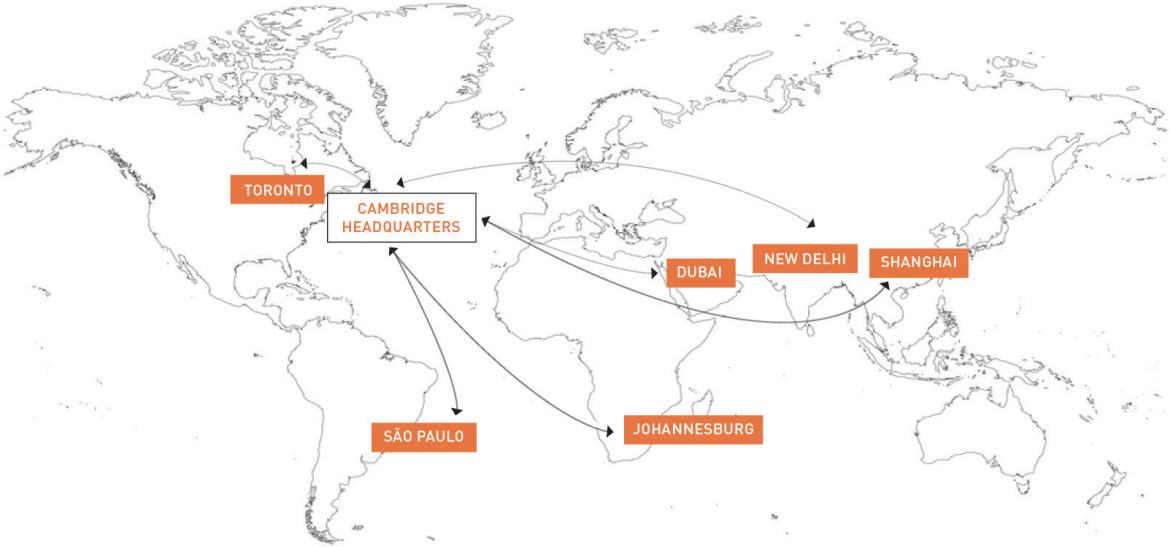
Establish Six Regional Foundries

PRE-PROGRAM OUTREACH

Identify Future CELP
Participants / Leaders
in Training (LIT)

Organize activities to
identify potential
candidates for CELP

Hold information sessions
and assist with
applications to CELP



PRE-PROGRAM OUTREACH

Enable CELP Alumni /
Leaders of
Tomorrow (LOT)

Reinforce Program Learn-
ings and promote continued
growth of alumni

Connect LOT to new intern-
ships, full-time positions,
entrepreneurship, and
academic opportunities

Provide organized activities
in the Foundries to top 10%
of applicants

Purpose of Regional Foundries



IDENTIFY LEADERS IN TRAINING

Outreach to Schools, NGOs, Foundations, working with youth

Organize events with CELP alumni to help spread the word about the Program

Offer Fellowships to potential CELP Students



ENABLE LEADERS OF TOMORROW

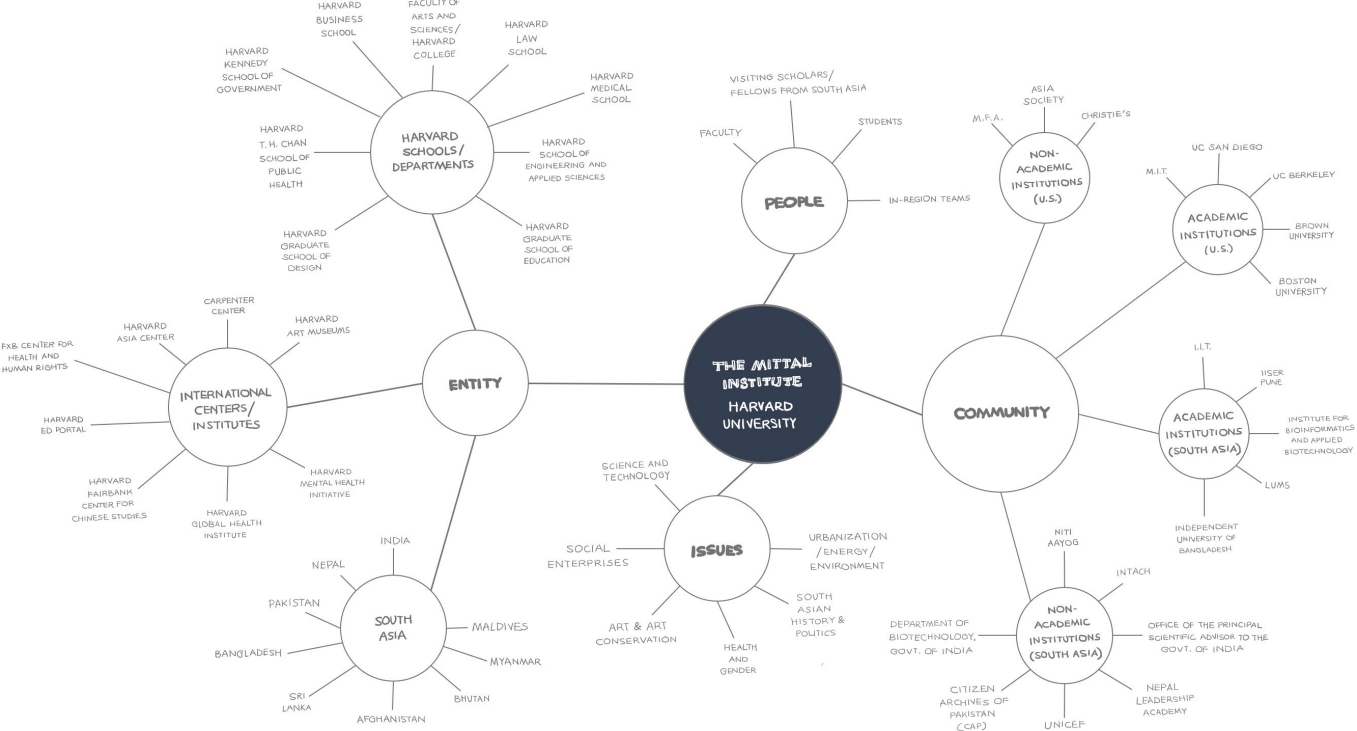
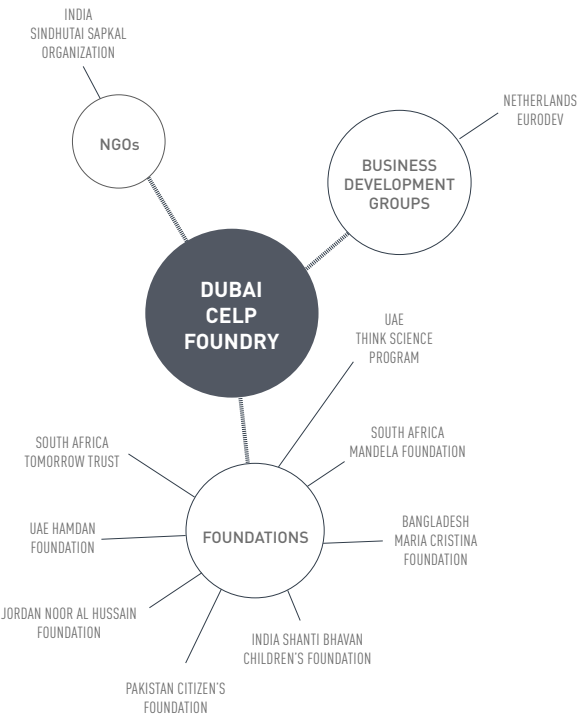
Enable CELP graduates to pursue their dream careers by enhancing access to opportunities for networking, mentoring, and professional and personal development

Connect CELP graduates to local institutions and resources in a variety of disciplines



Network Building

Leveraging our current engagement with successful structural models



Program Research and Evaluation

Methodology

Build a data infrastructure on CELP alumni and participants.

Measure change at individual, community and global level.

Effectiveness

Incorporate a rigorous research program to track outcomes and assess effectiveness of interventions.

Large sample will enable Randomized Control Trials to ensure casual insights regarding effectiveness of CELP.

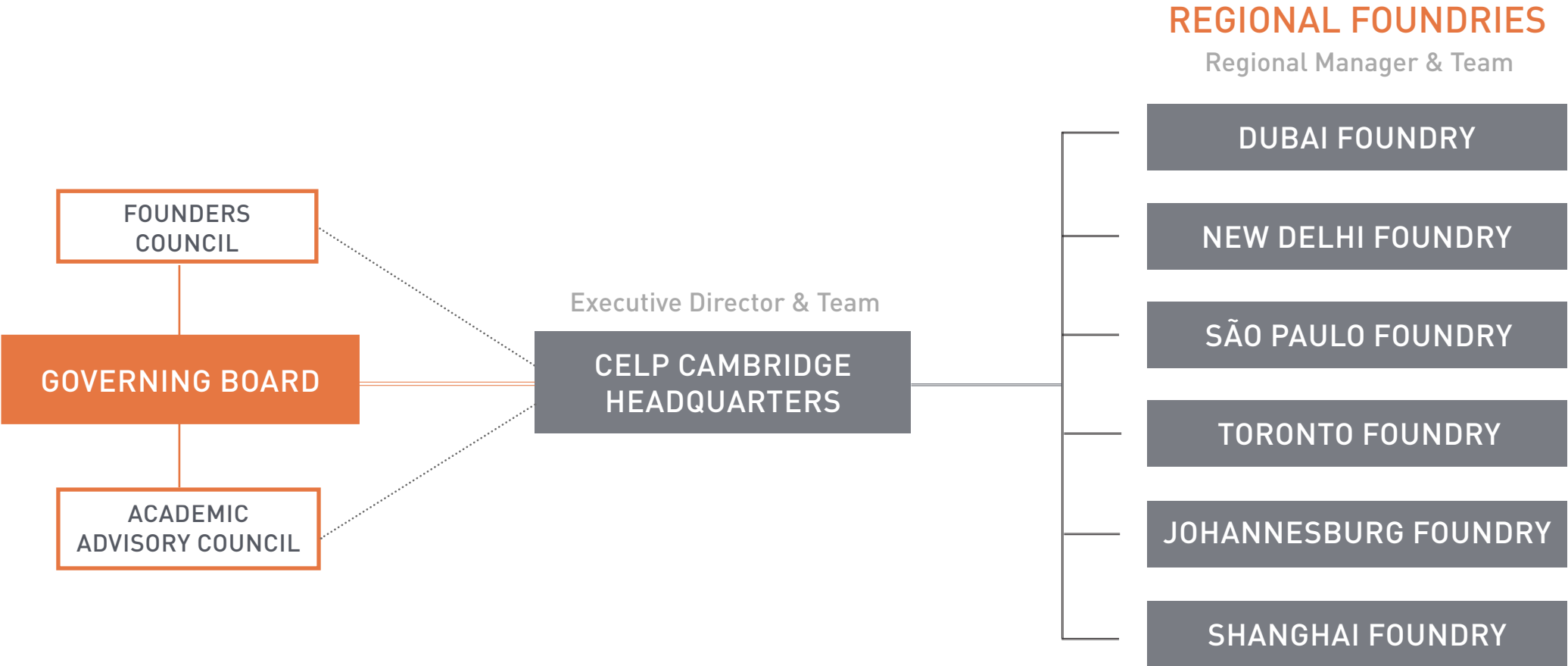
Benefits

Research will enable generalization of program outcomes for dissemination to advance similar causes.

Unique opportunity to evaluate program outcomes for global populations.

Verify program outcomes and make changes to increase effectiveness of the program.

CELP Organizational Structure



Budget

Estimated	Description	2021	2022	2023	2024	2025	2026	Total
Income	Annual funds raised.	250,000	100,000	0				
					2,195,000	2,595,000	3,150,000	10,526,000
	Balance forward		37,100	40,997	44,301	44,735	45,371	
Expense	In-person Program. Includes international travel, meals, lodging for finalists.	0	225,000	675,000	957,000	1,240,000	1,650,000	4,747,000
	Community Action Awards.	100,000	100,000	200,000	200,000	200,000	200,000	1,000,000
	Regional Foundries	0	150,000	180,765	372,376	383,547	395,053	1,481,741
	Annual CELP Alumni Conference	0	50,000	50,000	100,000	150,000	200,000	550,000
	Outreach and Recruitment	10,000	25,000	25,000	30,000	30,000	40,000	160,000
	Operations & Personnel	158,000	334,860	354,422	375,687	398,228	422,122	2,043,319
	Technology/ Application Infrastructure	30,000	40,000	45,000	55,000	70,000	90,000	330,000
	Subtotal	298,000	924,860	1,530,187	2,090,063	2,471,775	2,997,175	10,312,060
	5% contingency	14,900	46,243	76,509	104,503	123,589	149,859	515,603
		312,900	971,103	1,606,696	2,194,566	2,594,364	3,147,043	10,827,663

Funding Opportunities

