



**DEBRA HETTLEMAN PLANT**  
Executive Director

## BUILDING STEPS, INC.

# Building STEPS to Careers in Science

Matthew Weinberg prides himself on hiring the most qualified and capable individuals to work with him at his scientific consulting firm, the Weinberg Group, headquartered in Washington, D.C. As chief executive officer, it is his job to surround himself with professionals who can effectively serve clients needs. However, although he consistently interviewed candidates for open positions, he noticed that he wasn't hiring minority staff members. He realized that the problem was due to a lack of qualified minority professionals.

Weinberg decided to do something about it. In 1995, he founded Building STEPS (Science, Technology, Education, Partnerships), a nonprofit organization that provides underserved high school students exposure to career opportunities in science and technology.

"Your business ought to reflect society," he said. "For diversity of opinion, you want to have a varied work force because, as a consultant, you want to give your clients the best views you can."

The program was founded in Washington, D.C., and moved to Baltimore, Maryland, in 2000. The goal of the program is to help students become acclimated to the workplace

environment and acquire knowledge and skills for future application. The program offers students paid internship opportunities in the science and technology industries during the summer. Building STEPS accepts up to 460 high school juniors each year, beginning in September. Students participate in nine monthly seminars that expose them to technology- and science-based careers and education. During their senior year, students receive intensive assistance with the college and scholarship application process.

The Building STEPS program has been extremely successful, with 94 percent of the students advancing to college. Collectively, students have been accepted at 62 colleges and universities and have earned nearly \$3 million in scholarship funds.

Matthew Weinberg believes programs such as Building STEPS are essential to providing opportunities for underprivileged children and that such programs allow children to achieve their full potential and turn their dreams into reality.

### BUILDING STEPS, INC.

**Headquarters:**

Baltimore, Maryland

**Web site:**

[www.buildingSTEPS.org](http://www.buildingSTEPS.org)

**Primary Business:**

Matthew Weinberg is the founder of the STEPS program and he is the CEO of The Weinberg Group.

**Employees:** 2 Full Time, 6 Volunteers, 5 Board Members, 3 Advisory Board Members



Matthew Weinberg with STEPS students.



Matthew Weinberg, CEO and Founder of the STEPS program.