



# **Got Summer Jobs for Youth?**

## **Lessons Learned in Securing Over 3,000 Paid Youth Internships**

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# Today's Purpose

Attendees will:

- learn about a paid internship model that is currently being implemented in Miami-Dade
- learn key lessons from implementing a paid internship program
- learn how this model could be replicated in other areas

# Session Agenda

- Overview of The Children's Trust
- History of the Internship Program
- Overview of Our Internship model
- Results and Lessons Learned
- Brainstorm your own model



# The Children's Trust Vision

The Children's Trust envisions a community that works together to provide the essential foundations to enable children to achieve their full potential.

# What is The Children's Trust



florida children's council

**Broward**

[Children's Services Council of Broward County](#)

**Duval**

[Kids Hope Alliance](#)

**Manatee**

[Manatee County Children's Services](#)

**Martin**

[Children's Services Council of Martin County](#)

**Miami-Dade**

[The Children's Trust of Miami](#)

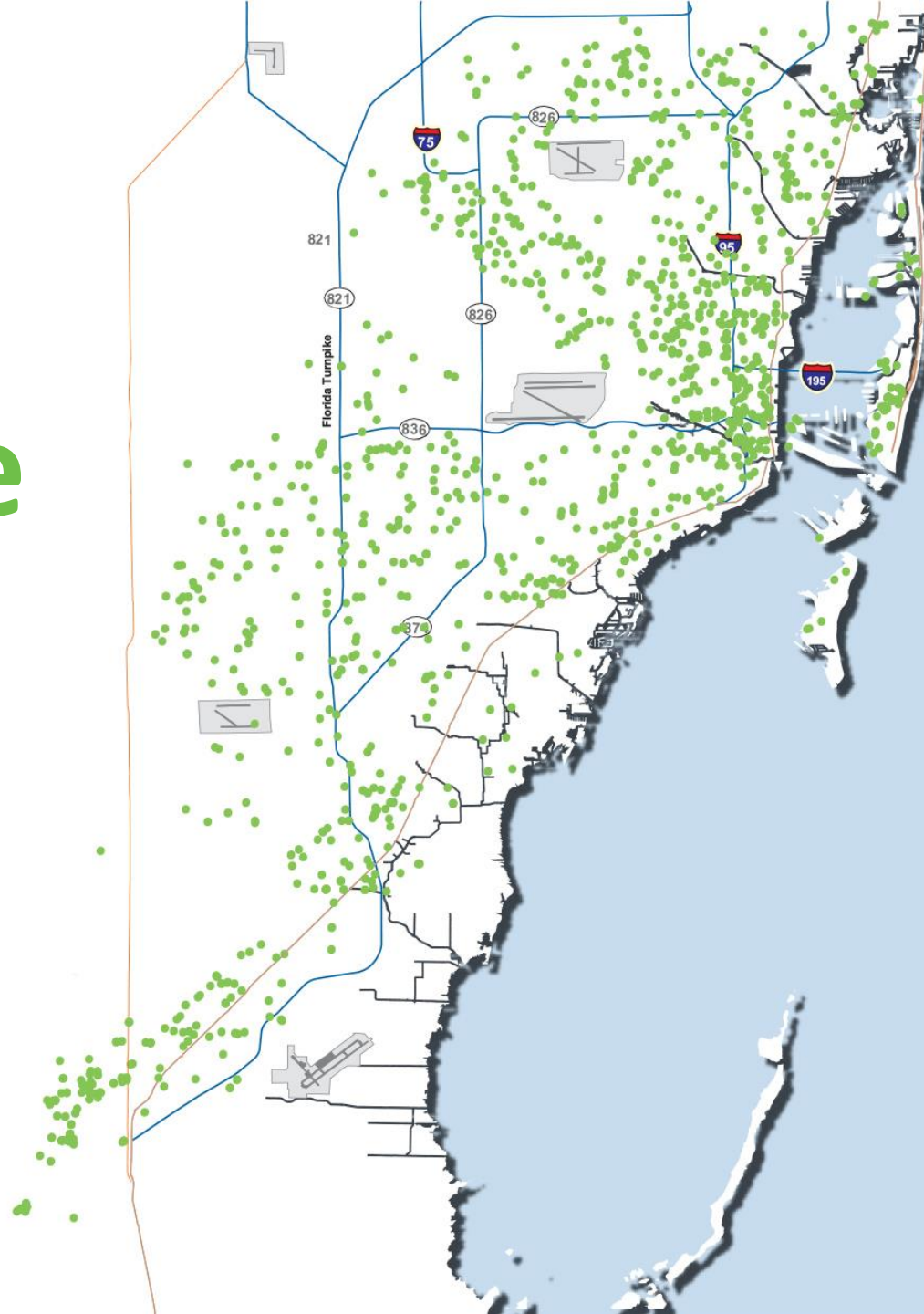
**Palm Beach**

[Children's Services Council of Palm Beach County](#)

**St. Lucie**

[Children's Services Council of St. Lucie County](#)

# Where We Invest



# Internship Timeline

## Summer 2016

Investment: \$2,600,000  
goal: 1,300 interns & 500 businesses  
# of interns: 1,463  
# of businesses: 717  
Partners: 4

## Summer 2017

Investment: \$2,300,000  
goal: 1,500 interns & 800 businesses  
# of interns: 1,827  
# of businesses: 539  
Partners: 5

## Summer 2018

Investment: \$4,575,000  
goal: 3,000 interns & 800 businesses  
# of interns: ???  
# of businesses: ???  
Partners: 7



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# The Strategy behind the Model

**Clearly Articulate the Opportunity**

**Institutional Collaboration**

**Engage Partners with Similar Interests**

**Corporative Model Design**

**Leverage Funding**

**Align with Industry Trends**

**Paid Summer Internships**



# Inputs

Input	Role	Responsible Party
Local Funders	Provide money and convening power	The Children's Trust
Contract/Grant Administration	Coordinates MOUs and contracts between multiple agencies and disperses funding	Miami-Dade County
Internship Administrator	Manages all aspects of the program including: program promotion, recruiting students, recruiting businesses, managing the registration website, implementing curriculum, managing intern wages	Miami-Dade County Public Schools, The Foundation for New Education Initiatives

# Activities

## Convening Stakeholders

- Aligning goals across agencies including board meetings
- Signing MOUs and/or contracts

## Pre-internship

- Program promotion in school and with community
- Enrolling interns and businesses in program
- Matching interns with businesses
- Creating bank accounts for program youth
- Enrolling interns in accident insurance

## During the internship

- Supporting interns in completing weekly assignments
- Supports business with placement and coaching
- Paying interns for transportation and their stipend
- Collecting timesheets

## Post internship

- Providing school credits (high school/dual enrollment)
- Completing satisfaction surveys

# Activities

# Outputs

# of interns placed

% of youth completing internship

# of internship hours completed

\$ amount of stipends awarded to interns

# of companies with interns

# of youth receiving high school/dual enrollment credit

# of new bank account opened

# Outputs

# Results

Outputs	2016	2017
# of interns placed	1,463	1,827
% of youth completing internship	98%	94%
# of internship hours completed	216,150	256,800
\$ amount of stipends awarded to interns	\$1.7M	\$2.3M
# of companies hosting interns	717	539
# of youth receiving high school/dual enrollment credit	57	48
# of new bank account opened	1,075	1,859

## Outcomes

% of interns increasing job skills

% of interns satisfied with the program

% of employers satisfied with program

% of job coaches/instructors satisfied with program

% of interns have increased post-secondary success

% decrease in youth violence in Miami-Dade County

# Outcomes

# Results

Outcomes	2016	2017
% of interns increasing job skills	98%	94%
% of interns satisfied with the program	94%	97%
% of employers satisfied with program	97%	98%
% of job coaches/instructors satisfied with program	Not Assessed	96%
% of interns have increased post-secondary success	Investigating	Investigating
% decrease in youth violence in Miami-Dade County	75% Not the Only Factor	82% Not the Only Factor

# The Big Picture

## To Date...

**Total Numbers of Interns: 3,153**

**Interns Who Qualify for Free/Reduced Price Lunch: 69%**

**Interns with Disabilities: 13%**

**Completion Rate: 96%**

**Employer Rating: 97%**

**Intern Rating: 95%**

**Number of New Bank Accounts Opened: 2,934**

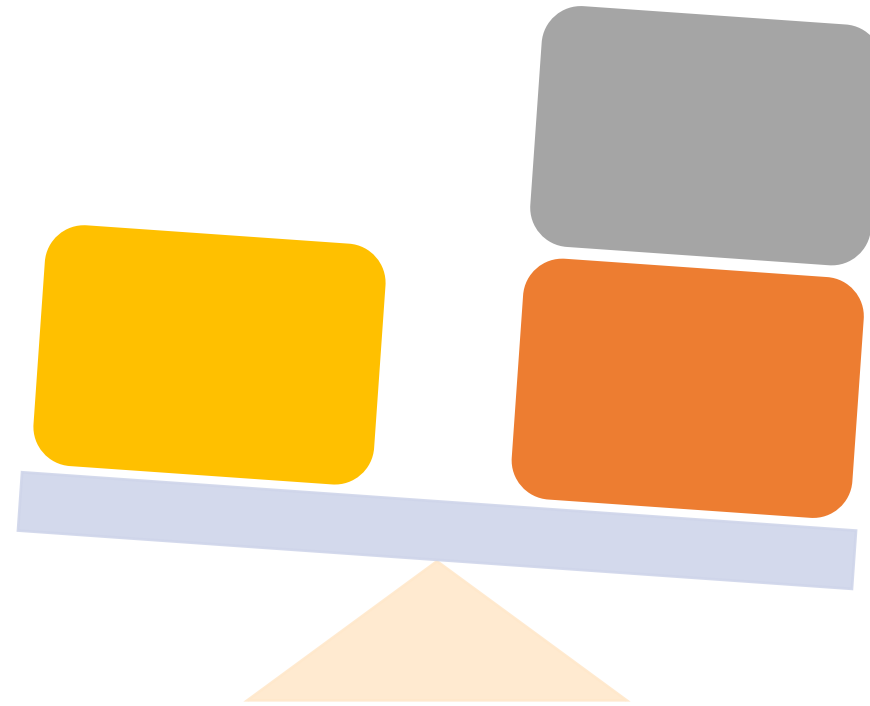
**New Accounts Still Open: 86%**

**Current Average Account Balance: \$337**

# Lessons Learned

**Supply**

**Demand**





# Lessons Learned

**Negotiate with  
the Vision in  
Mind**

**Deliberate  
Program  
Structure**

Constant  
Communication

Create a  
Development  
Structure

Remember Leverage  
is Key

Understand  
Partners' Processes

Create an Evaluation  
Structure

Public Awareness

Keep the Enrollment  
Process Simply

Collaborative  
Problem Solving

# Brainstorm Your Internship Model

## Inputs

What resources will be use to support the project?


### Examples:

- Funding
- Potential partners
- Existing internship programs
- Industry partners
- In-kind contributions

## Activities

What are the main things the project will do/provide?


- Establish regional partnerships
- Develop curriculum
- Conduct workshops
- Provide research/ field experiences
- Hold conference
- Establish articulation agreement

## Outputs

How many and what sort of observable/ tangible results will be achieved?


- People engaged (students, faculty, industry partners)
- Curriculum materials developed
- Policies created
- Publications issued
- Certification standards established

## Outcomes

What will occur as a direct result of the activities & outputs? (typically, changes in knowledge, skills, attitudes)


- High school students have increased awareness of technical career opportunities
- Faculty improve their pedagogical skills
- More students enter workforce with 21<sup>st</sup> century skills

**Because All  
Children Are Our  
Children**





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**[www.thechildrenstrust.org](http://www.thechildrenstrust.org)**

