



Workforce Education and Training Funds
Internship Grants-2012

Internship Programs FY 2012

Post-secondary Programs

National Life Group Internship Program was developed to provide real workplace learning and growth opportunities for students of local colleges in Vermont and/or Vermont based students. The program will provide students an opportunity to engage in meaningful, career-relevant work at National Life Group in preparation for fulltime employment.

Internships will be available in each area of the National Life Group: Marketing and Distribution, Protection Division, Equity Services Incorporated, Retirement, Sentinel Asset Management, Financial Management Group, and Corporate Services.

There will be 3 intern program periods: Spring, Summer, and Fall.

We anticipate 12 intern students for the spring semester, 26 students for the summer (including student carryover from prior semester) and 12 students for the fall semester (including student carryover from prior semester) for a total of 50 internship slots filled for the three semesters in the upcoming fiscal year.

Southern Vermont College

SVC's Office of Career Development conducts the following key activities:

1. Develops and identifies placement opportunities for SVC students, including use of a Cooperative Learning Contract;
2. Conducts workshops for SVC students interested in internships;
3. Institutes evaluation of internship sites by student participants;
4. Oversees site evaluation of the SVC students (who receive course credit for participation);
5. Participates in graduate school and career internship fairs conducted on the SVC campus with an expansion from a career "day" to a career "week";
6. Produces online graduate surveys;
7. Conducts student career interest inventories;
8. Presents to the community;
9. Involves alumni in career enhancement efforts;
10. Provides "mock" workplace skill experiences so students can perform more effectively (elevator speeches, interviewing skills, interpersonal and network building skills); and
11. Participates in local and regional activities to promote employment opportunities in Southern Vermont.

The college will add:

1. Development of additional internships for a growing student population, the majority of whom are entering careers where there is workforce need in Vermont;
2. Deployment of the online graduate surveys in May 2012 for the classes of 2006, 2010, 2011 and 2012, with data result assessment to determine job placement rates; and

3. Construction of a more robust web page that can report on SVC internships and practica (new offerings, existing offerings and outcomes) as well as SVC employment and job placements, particularly those growing out of internships/practica.

Vermont Adaptive Ski and Sport is a 501c3 nonprofit organization dedicated to empowering individuals with disabilities by providing access instruction to sports and recreation. With only 6 full time staff, our organization boasts the support of over 400 trained volunteers. The Internships Vermont Adaptive currently offers give post secondary students, 18 years and older, the opportunity to learn about working with people with disabilities, non-profit organization management, program management, specialized training in adaptive sports (often including certifications), disability specific training, event management, fundraising, volunteer management, risk management and more. With years of successful intern placements and existing relationships with state wide universities, we have the experience and skills to grow and advance our intern capacity. We have the capability to design an internship based on each individual student's educational and experiential goals. Our internships sometimes carry a stipend while some are on a volunteer basis. The stipend award is most often given at the completion of the internship. We invest financially in these interns offering them opportunities for specialized training certifications, including CPR, First Aid, Life Saving, American Canoe Association or Professional Ski Instructors of America.

Vermont Businesses for Social Responsibility The Vermont Intern Program of Vermont Businesses for Social Responsibility (VBSR) gives juniors, seniors, and recent graduates of Vermont colleges a chance to learn about, and work with growing, innovative Vermont companies. Since the program began in late 2008, 136 students and recent graduates have been placed in paid internships. To date, at least ten of these students have been hired to full time positions with the companies with which they interned. VBSR has partnered with over 90 businesses, 19 colleges and regularly interacts with over 700 students. In the past year alone VBSR has placed over 50 students.

This year:

- VBSR will provide more internship opportunities to the Southern part of the state.
- VBSR will do an analysis of sector coverage of internships, and significantly increase involvement within the agricultural and renewable energy sectors.

Vermont Technology Council began its first internship project in March of 2010. The program was designed to: act as demonstration projects as well as deliver a service; develop and test best practices for paid internships with technology-enabled businesses in Vermont; respond to the high demand for a connection between education and future work; and respond to Vermont's businesses demand for an available and prepared workforce. The Program will recruit businesses statewide to sponsor and pay wages to college interns to work, primarily during the summer months, by widely promoting the opportunity through direct engagement with employers and with the cooperation and aid of its business-group partners. In addition, there will be an increased effort to use social media to raise the awareness of the program by students.

Each business willing to sponsor an intern will complete and submit an on-line internship form through the Technology Council's website. Institutions of higher education in Vermont will post the internship link and direct market it to students. These opportunities will also be posted on the Technology Council website. Students will apply directly to the businesses, which will interview and hire these students as they would other employees.

Secondary Programs

Community High School of Vermont

Community High School student interns will participate in Harley Time. The program includes five hours per week of classroom motorcycle shop theory and actual hands-on practice at Green Mountain Harley Davidson for students/interns attending from the Community High School of VT Burlington Probation & Parole street campus. Motorcycle shop theory classes will also occur at the Northwest State Correctional Facility in St. Albans and at the Chittenden Regional Correctional Facility in South Burlington. The theory class is designed to prepare students for the practicum portion of the internship.

Interns attending the shop theory class at Green Mountain Harley Davidson will incorporate the classroom portion of the program into the actual hands-on practice immediately after the shop theory class. Interns participating in Harley Time will learn practical and vocational skills. Interns also earn science, math and vocational credit. At the Northwest State Correctional Facility, actual hands-on practice will occur in the automotive vocational program shop. Interns at the Chittenden Regional Correctional Facility will participate in the shop theory classes only. Upon their release, interns will join the practicum portion of Harley time or engage in a one on one internship experience.

ReSOURCE's Career Start program serves high school students, ages 16 to 22, with emotional, physical, or other learning disabilities who do not have access to appropriate training programs. High school case management teams recommend students to the program and potential students submit applications before summer break. During the first months of the school year prospective students are interviewed and placed in various departments within ReSOURCE. ReSOURCE's Burlington locations have been offering the Career Start program since 2005. ReSOURCE in Barre will begin offering Career Start with the 2012-2013 academic year.

Between 8 and 10 students in Burlington and 3 to 4 students in Barre will be selected based on need and the match between the student's interest and ReSOURCE's ability to support this interest in one of its training areas. The training areas within ReSOURCE are:

Burlington: large or small appliance repair, computer systems, office administration, or retail and customer service training at ReSTORE or ReBUILD

Barre: retail and customer service training at ReSTORE or ReBUILD

Vermont Youth Conservation Corps will enroll 20 students in VYCC's Green Mountain Internship program (GMI). GMI's focus will be on students currently enrolled in the VYCC's School Program and VYCC School Program graduates. Currently, the VYCC's GMI and School Programs are working directly with the following high schools and technical centers: Center for Technology at Essex, Mount Mansfield Union, Union 32, and Woodstock Union.

Internships during the school year are typically 180 hours over 12 weeks. Some intern placements will be made on VYCC School Crews where students will receive academic credit with the goal of placing school crew graduates in paid jobs. Summer internships and job placements are also coordinated with host sites specializing in renewable energy, natural resource management, urban forestry and weatherization. These are typically 4-7 weeks long and between 32-40 hours a week.

Linking Learning to Life will continue to develop a consistent statewide program model (TIPS – Training Interns & Partnering for Success) for providing secondary student internships across the state of Vermont. TIPS provides youth (ages 16+) with an opportunity to learn pre-employment skills, participate in an internship with a local business, earn high school credit, and potentially gain paid employment. The pre-employment skills course involves student self-reflection and preparation for success in a local business. Students examine their strengths and interests and project how they will utilize these to accomplish their career goals. Instruction emphasizes building 21st century skills, especially effective communication, problem solving, flexibility, creativity and innovation. In the classroom, instructors prepare students for work while encouraging them to explore their individual abilities and interests. The use of technology is also woven throughout the course. A course Moodle has been created through Global Classroom that can be used as a platform for class communication and information sharing. The next stage is a 40 hour unpaid internship with a local employer.

Chittenden County TIPS:

Proposed # of Interns: 50*

Proposed # of Schools: 5

Proposed # of Employers: 50

* at least 2 youth will be eligible for VocRehab services

Bennington County TIPS:

Students: 15 including at least two VR youth

Businesses: 12 (Summer TIPS Program; numerous others during school year)

Schools: 3

Franklin County TIPS

Projected Numbers for grant year: 30 Interns

Employers: 30+

Schools: 8

Rutland County TIPS

Number of interns: 33

Number of schools: 4 out of 8

Number of employers: 13 +/-

Upper Valley BEP TIPS

Schools: 2-3

Students: ~35+

Businesses: 20+

Central Vermont Economic Development Corporation

Interns: 16

Schools: 3

Occupations: 6

| Internship Awards 2012 | | |
|--|---------------------|-------------------------|
| Grantees | Location | Next Gen Funding |
| TIPS Programs | | |
| LLL | Statewide | \$48,115.00 |
| Bennington County School and Workforce Partnership | Bennington County | \$8,167.00 |
| Franklin Grand Isle WIB | Franklin/Grand Isle | \$30,284.00 |
| Rutland Region Education Corporation | Rutland | \$21,534.00 |
| Upper Valley Business Education Partnership | Upper Valley | \$24,133.00 |
| Central Vermont Economic Development Corporation | Central Vermont | \$17,667.00 |
| Secondary Awards | | \$149,900.00 |
| Community HS of VT | Northwest VT | \$14,480.00 |
| ReSource | Burlington/Barre | \$14,480.00 |
| VYCC | NW Vermont | \$14,480.00 |
| Postsecondary Awards | | |
| VT Businesses for Social Responsibility | Burlington | \$52,726.00 |
| VT Technology Council | Burlington | \$31,027.00 |
| VT Adaptive Ski & Sports | Killington | \$25,000.00 |
| National Life Group | Montpelier | \$30,000.00 |
| Southern VT College | Southern VT | \$15,000.00 |
| Total Funds Awarded | | \$496,993.00 |