



Workforce Education and Training Funds
Internship Grants-2014

Internship Programs FY 2014

Post-secondary Programs

Brattleboro Development Credit Corporation – will work with 6 institutions of post-secondary education, the Windham Higher Education Cooperative (WHEC).

The Windham Higher Education *Cooperative Internship Program* addresses the need for an organized system to work with the private sector within Windham County around the development and growth of internship opportunities. The Cooperative has established the following goals for the *Cooperative Internship Program*:

- 1) To expand the number of Windham County businesses offering internships by building a collaborative system whereby businesses, nonprofits, and healthcare organizations are supported in their efforts to create internship positions for post-secondary students.
- 2) To create a central position (i.e. BDCC Internship Coordinator) to work with each of the institutions to refine their current internship practices to align with best practices.
- 3) To establish a countywide database to manage student expectations and employer needs.
- 4) To create meaningful methods of career exploration with college students in the region and regional employers to help fill our talent pipeline.
- 5) To help address the decline in 25-44 year olds in Windham County.

Vermont HITEC – STEM Connect Internship Program – is focused on providing opportunities in science, technology, engineering, and mathematics to support paid work-based learning for students entering into or already in a related degree program at the UVM College of Engineering and Mathematical Sciences (CEMS). The program offers a full range of internship and cooperative services to both UVM CEMS and Vermont employers. Vermont HITEC will create and manage opportunities and participants within the internship program.

VT Adaptive Ski & Sports - offers post-secondary students the opportunity to learn about working with people with disabilities, non-profit organization management, program management, specialized training in adaptive sports, event management, fundraising and more. Grant funds are used for needs based stipends. With a Certified Therapeutic Recreational Specialist (CTRS) on board, Vermont Adaptive will expand their recruitment process to include students going to school to become a CTRS. Students studying to become a CTRS need to fulfill a specific 14 week internship under the supervision of a CTRS.

VT 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. They will coordinate with the Brattleboro Development Credit Corporation to continue to expand the program in the Southern part of the state and develop targeted partnerships in Rutland, Addison, and Windham Counties to add to the geographic diversity of the participant pool. They have grown internships in Renewable Energy and Agriculture, and laid groundwork for expanded partnerships in the Creative Economy, the Farm to Plate initiative and the Vermont Arts Council.

Secondary Internships: Navicate, Bennington County School and Workforce Partnership, Franklin Grand Isle WIB, Upper Valley Business and Education Partnership, Rutland Region Education Corporation.

Navicate-- will support and provide statewide coordination for our Training Interns and Partnering for Success (TIPS) partnership. The programs funded by VDOL Next Generation money follow the TIPS model (Training Interns for Partnership and Success), which was created by Navicate. TIPS provides teens (ages 16+) with an opportunity to learn work-readiness skills, participate in an internship with a local business, earn high school credit, and potentially gain paid employment. The program helps students to identify their own interests, to make the connection to a career field, and to learn more about themselves in a real work environment. The pre-employment skills class is typically delivered in the classroom as part of the regular school day. The curriculum emphasizes building and practicing 21st century, including effective communication, networking, problem solving, flexibility, creativity and innovation. Lessons cover the 'how-tos' of: finding and keeping a job, dressing appropriately for the workplace, writing cover letters and resumes, interviewing techniques, working in a multi-generational setting, understanding and using labor market information, using social media to market oneself, and managing finances.

After completing the classroom phase of the program, students are placed into a 40-hour unpaid internship in a field they have identified as interesting. A training plan is developed which includes both hard and soft skills attainment. When completed, the student intern may enter into paid employment.

The advantages of student internships at the high school level are many: positive exposure to a local business encourages them to seek future employment at that business and they realize that opportunities exist in Vermont. "I didn't realize there were jobs here in what I'm interested in; I always thought I'd have to leave," is a sentiment expressed more than once. Employers are more than happy to host interns and often develop a long term mentoring relationship with them. Students leave with skills which enhance their employability.

Evidence shows how important real work place experiences are for our young people, and how important having work-ready young adults is for Vermont.

TIPS Partners:

- Navicate (\$49,482)
- Bennington County School & Workforce Partnership (\$9,096)
- Capstone (\$20,416)
- Franklin Grand Isle WIB (\$25,861)
- Rutland Region Education Corporation (\$33,386)
- Upper Valley Business and Education Partnership (\$22,083)

Community HS of Vermont - Harley Time is a small vehicle mechanics course designed to equip Community High School of Vermont (CHSVT) students with the knowledge and skill to repair and maintain engines in small vehicles. Topics include, but are not limited to, maintaining frames and suspension, wheels and brakes, and drive trains; servicing fuel, exhaust, and electrical systems; performing tune-ups; and maintaining and repairing engines. Students will also learn safety on the job, employability skills, and entrepreneurship.

Internship Applications & Awards 2014		
Grantee	Town	Award
Brattleboro Devp. Credit Corp. ***	Brattleboro	\$ 60,853.00
Vermont HITEC	Williston	\$ 45,000.00
VT Adaptive Ski & Sports	Killington	\$ 20,000.00
VT Businesses for Social Responsibility	Burlington	\$ 59,000.00
Navicate	Burlington	\$ 49,482.00
CVCAC	Barre	\$ 20,416.00
Franklin Grand Isle WIB	St. Albans	\$ 25,861.00
Rutland Region Education Corp	Rutland	\$ 33,386.00
Bennington County School & Wkforce Part.	Bennington	\$ 9,096.00
UVBEP	Hanover	\$ 22,083.00
Community HS of VT	Waterbury	\$ 15,000.00
		\$ 360,177.00
***BDCC is representing 6 individual colleges		