



Workforce Education and Training Funds
Internship Grants-2015

Internship Programs FY 2015

Post-secondary Programs

Brattleboro Development Credit Corporation—will continue its partnership with 5 colleges in the *Cooperative Internship Program*: Landmark College, Marlboro College, Community College of Vermont, School for International Training (SIT) and Vermont Technical College. The Internship Coordinator works with a liaison at each school to place students in meaningful internships in an array of business sectors. Primary goals for the 2015 grant period include:

- Increase the number of participating businesses by at least 50.
- Increase the number of participating higher education institutions by at least 3.
- Place at least 45 students in internship positions at participating businesses.

Norwich University—will use its internship funding to defray travel expenses of interns travelling to their internship sites. Because of Norwich's rural location, travel expenses play a significant role in students' decisions whether or not to undertake internships. Students in some of our most popular majors (Criminal Justice, Mechanical Engineering, Construction Management) have a difficult time finding degree-appropriate internships nearby in the Central Vermont area. Burlington-based internships often lead to permanent employment keeping bright, well-trained young people working in Vermont. Based on financial need, these funds allow students to travel to appropriate internships.

ReSOURCE's internship opportunities serve youth, 16-24 years old, including: high school students, college students, and youth that have dropped out of high school but are looking for the opportunity to complete their degree while learning job skills. While these youth come from a variety of backgrounds, many are from low-very low income families, others face developmental and/or physical disabilities, and some are refugees trying to assimilate to a new culture. ReSOURCE internship opportunities provide customized programs to help targeted populations overcome barriers to finding and keeping a job. In addition, ReSOURCE offers professional development internships for area college students.

Vermont Adaptive Ski and Sport offers competitive and unique internships in the growing fields of therapeutic recreation, outdoor education, adventure recreation, wilderness therapy, environmental education, event planning, marketing, fundraising, volunteer coordination, public relations and more. The internships are designed to provide learning, knowledge, hands-on experience and professional networking to prepare students for employment opportunities, particularly with Vermont Adaptive or community partners in Vermont.

Vermont Businesses for Social Responsibility's Vermont Intern Program will continue to serve Vermont's employers, college students, recent graduates and residents who attend college out of state. Participation in the program is not restricted to membership of VBSR; approximately 25% of participating businesses are not VBSR members. Geographically, the Vermont Intern Program will continue its efforts to increase the number of interns placed in Addison, Rutland and Windham Counties. VBSR will coordinate with regional partners, including other beneficiaries

of state funding and all 21 colleges and universities in the state to successfully match interns with appropriate businesses.

Vermont HITEC, Inc. The *Husky Summer Institute* will continue to expose high school students to the industry of advanced manufacturing. It will offer junior high school students and returning seniors the opportunity for an 8-week paid internship at *Husky Injection Molding Systems* in Milton, Vermont. First-time interns will also earn 17 college credits from the *Vermont State College System* and be registered in a pre-apprenticeship program for machine operators. For returning interns from the **2014 Husky Summer Institute**, they will also be eligible to earn an additional 8 college credits from the *Vermont State College System*.

Interns will be in the classroom for 4 hours per day, 5 days per week, learning the academics needed to be successful as a CNC Machinist. Interns will be assigned a significant amount of homework each day - up to 4 hours per day. Interns will also have 4 hours per day of job shadowing, career exploration, and hands-on work experience on the shop floor.

Secondary Internships-Statewide TIPS Programs

Upper Valley Business and Education Partnership- 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.

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:

Bennington County School & Workforce Partnership
Capstone
Franklin Grand Isle WIB
Lake Champlain Regional Chamber of Commerce
Rutland Region Education Corporation
Upper Valley Business and Education Partnership

Internship Awards 2015

Applicant	Town	Award
Secondary Programs:		
Lake Champlain Regional Chamber	Burlington	\$22,000.00
Capstone	Barre	\$20,000.00
Franklin Grand Isle WIB	St. Albans	\$25,000.00
Rutland Region Education Corp	Rutland	\$22,000.00
Bennington County School & Workforce Partnership	Bennington	\$12,000.00
Upper Valley BEP	Hanover	\$20,000.00
Upper Valley BEP	Hanover	\$18,000.00
Post-Secondary Programs		
Vermont Adaptive Ski & Sports	Waitsfield	\$24,000.00
Brattleboro Development Credit Corp	Brattleboro	\$48,000.00
Norwich University	Northfield	\$12,000.00
Vermont HITEC, Inc	Williston	\$43,000.00
VBSR	Burlington	\$56,000.00
ReSOURCE	Burlington	\$28,000.00
		\$350,000.00