



Transforming lives, transforming communities.

Piloting a Short-Duration Internship Program
Building a Plane While Flying It

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Who is On Point for College?



**College
Access**



**College
Success**



**Career
Services**

Presentation Content

- Overview of a pilot project that provided internships over Winter Break 2017-2018
 - Learn about our planning process
 - How we leveraged existing resources and relationships
 - Making adjustments “on the fly”
- Leveraging the pilot project

Project Overview

- Project Goal: Meaningful pre-professional work experience
- Commitment ranged from between 2-5 weeks
- Paid internship - \$10/hour (20-40 hours per week)
- Private sector and nonprofit sector employers
- College students and training/college graduates

The Initial Idea

- *Proposal:* We would develop and deliver a paid internship program for Winter 2017-2018
- Match current On Point for College students and recent graduates
- Leverage existing employer connections
- Identify new employer connections as needed

The Planning Process

- Review of existing literature
- Determine project activities
- Create plan to implement
- Define reasonable timeline
- Define success metrics
- Encourage flexibility



The Planning Process

- Setting the stage – identified need for our youth
- Talking with employers and students about the potential benefits
- Making the case for short-duration experiences



The Implementation Process

- Internal & External Communication
- Intern & Employer Recruitment
- Intern & Employer Applications
- Selection - 30 placement opportunities
- Commitment to essential program elements

Was the Project Successful?

- Meet the project goal
- Intern feedback
- Employer feedback
- New learning
- Replicable



**MISSION:
ACCOMPLISHED**

Key Success Factors

- Leveraging Existing Relationships
- Leveraged Existing Resources
- Active Feedback Loop



Leveraged Existing Relationships

- Employers
- Advisory Council
- Community Partners
- Professional Networks
- Career Services Advisors
- College Success Advisors



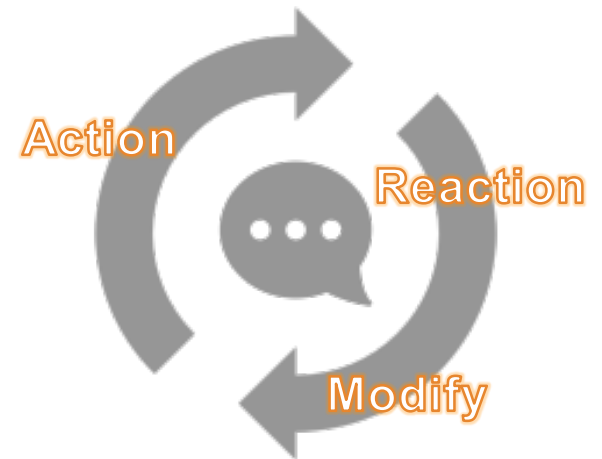
Leveraged Existing Resources

- Scheduled Activities
- Campus Visits
- Transporting Students
- Social Media
- Doodle Polls
- Google Forms



Active Feedback Loop

- Plan versus actual activities
- Frequent project meetings
 - Implementation plan progress
 - What is working well?
 - What do we need to “tweak”?
- Debrief after project completion
- Focus on priority of access



Leveraging the Pilot Project

- Sharing project success with stakeholders
- Brief write-up on learning
- We did it – and we can do it again!
 - Starting 3rd Winter Experience 2019-2020
 - Completed 2nd Summer Experience 2019



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