



Transforming lives, transforming communities.

Piloting a Winter Break 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 2018
- Learn about our planning process
- How we leveraged existing resources and relationships
- Used a feedback loop that allowed us to make adjustments “on the fly”

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 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 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 Evaluation
- Employer Evaluation
- 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



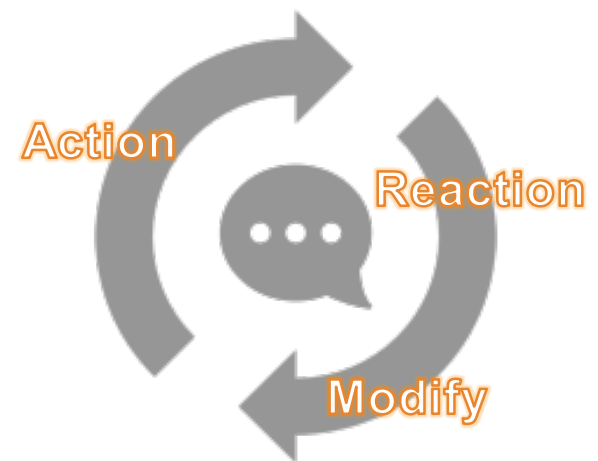
Leveraged Existing Resources

- 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



Thinking About Your Organization

- How can my organization leverage its relationships and resources to create short-duration internship opportunities for our students?
- How can my existing internship program be tweaked to take advantage of student availability over the brief Winter Break?

Contact Information

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