



## TIPS (Training Interns & Partnering for Success) Student Internship Program SUMMARY OF RESULTS

How Much Do We Do?						
TIPS	Students	Internships	Number/% Employed at end of Internship	Businesses	Regions*	Schools & Alternative Programs
2007-2008	129	112	20 / 18%	123	6	22
2008-2009	194	148	110 / 74%	158	6	21
2009-2010	338	289	117 / 40%	254	6	26
2010-2011	300	292	109 / 37%	268	6	24
2011-2012	327	273	94 / 34%	295	6	24
2012-2013	293	238	84 / 35%	288	6	21

\*Participating regions: Chittenden County, Franklin/Grand Isle Counties, Central Vermont, Rutland County, Bennington County, Upper Valley Region

How Well Do We Do It?		All 17 pre-post survey questions show gains. In 2011 - 2013, the top 5 TIPS program gains are :
Survey Question	Post % Agree & Strongly Agree	% Gain Pre to Post Strongly Agree
I have job seeking skills.	93	140
I know which school and community resources can help me succeed in a job I want.	87	130
I actively use school or community resources that will help me reach my educational or employment goals.	91	130
I know which employment skills are needed in the jobs I find interesting.	97	127
I have the skills to keep a job.	91	127

100% of Employers surveyed agree that.....	100% of Educators surveyed agree that.....	100% of Parents surveyed agree that.....
Navicate increases student awareness of school and community resources that can help them get a job.	Navicate programs are a valuable addition to the educational offerings of my school.	My student will seek further education.
Navicate increases the options students see for their futures after they finish high school.	Navicate increases the options students see for their future after they finish high school.	My student can gain the skills needed to be independent.
Navicate motivates students to set goals for education or work.	Navicate helps students feel comfortable talking to at least one adult at school about college or work plans.	My student sees that he/she has many options after he/she finishes high school.

## Is Anyone Better Off?

### TIPS HS Students say...

- They taught me so much and it was a great change to the environment of the classroom. Maybe have even more than fourteen classes?
- I feel better prepared to be in a professional environment and I know how to present my strengths, and weaknesses.
- I got some job experience that I can and will put on my resume, and learned how to work better with others. I learned that working with others is a task just by its self!

### TIPS Alumni say, years latter....

- Through TIPS, I learned how to work with people -- my family, teachers, and peers. With my employer, I specifically learned how to understand more or less what people were looking for and how to ask the right follow up questions.
- I realized what a professional office setting was like. It taught me about the culture of the working world, and the social dynamic of the industry I eventually went into. I made connections in the professional setting, they even helped me with my college essay!
- I am still using the ideas I got from TIPS - how to dress, act, talk that I learned and picked up from the internship and classes.

### Employers say...

- Working with TIPS enabled me to get the support needed from our Human Resources department to host high school interns at IBM. The prep work done through TIPS assures that employee time will be well-spent with student interns.
- I've personally had great experiences working with students through Learn to Earn as well as TIPS. It's given our organization (a nonprofit) some great connections to the local schools and really helped raise awareness for our mission and programs.
- My business has had the wonderful opportunity to meet youths who are interested in the field. We have also had the opportunity to learn about different cultures.

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