



2013 ANNUAL REPORT

The Vermont Intern Program, funded by the Vermont Department of Labor *Next Generation Internship Grant*, connects students and recent graduates of Vermont's colleges and universities with career opportunities in Vermont. Since 2008, the program has helped bridge the gap between Vermont's thousands of graduates seeking career leads and hundreds of employers seeking skilled workers, with the goal of retaining graduates and growing Vermont's workforce.

We expose students and recent graduates to the diversity of career paths in Vermont, educate them in career readiness, and supply them with opportunities for securing employment in the state. We support employers in creating quality internship opportunities to entice graduates and retain a robust and educated workforce pool, and we work statewide to bring together students, career service professionals, employers and community partners to identify opportunities.

Support from an intern can create extra capacity for employers to take on a new project, catch up or get ahead - all critical to moving business forward. Creating a structure for an internship also gives employers an opportunity to strengthen their Human Resource systems, helping to build better structures for current and future workforce needs. Anecdotal feedback suggests that many businesses would not consider taking on an intern were it not for the Vermont Intern Program and our efforts to solicit internship opportunities from the business community.

Since 2008 we have had the following impact on Vermont's economic development:

- 241 students and recent graduates have been placed in PAID internships, earning an estimated \$556,000 of taxable wages.
- At least 16 of these interns have been hired to full-time positions with the companies with which they interned, and many more have acquired other full-time positions as a result of their internships.
- 188 businesses from all sectors and areas of the state have used the Vermont Intern Program to grow their companies and recruit entry-level employees.
- Students and recent graduates have been exposed to over 600 high-quality PAID internships in Vermont, including opportunities in the growing sectors of Renewable Energy, Manufacturing, Professional, Scientific and Technical Services, E-Commerce and Software Development.

In 2013 alone, we:

- Pre-screened over 500 applications and placed 41 students and recent graduates in high-quality PAID internships.
- Worked with 75 Vermont businesses across the state to create internship opportunities, 60% of which were new participants in the program.
- Increased the size of our applicant pool by 47% growing from 700 to 1500 applicants
- Offered positions in a variety of business sectors, with concentrations in Agriculture, Arts/Entertainment, Education, Government, Tourism, Information Technology, Regional Planning, Manufacturing, Non-Profit and Retail.
- Engaged in statewide outreach to offer opportunities in Addison, Bennington, Caledonia, Chittenden, Lamoille, Orange, Rutland, Washington, Windham and Windsor counties.



2013 Highlights, continued...

- Introduced 27 students to networking and professional development opportunities with potential employers and like-minded professionals through a FREE student membership to VBSR. (Our number one request from students and recent graduates is more access to business leaders and others who can help to further their professional goals.)
- Introduced a demographic survey allowing us to collect critical demographic data on the population we reach, including location, sector and student academic/residential status.
- Upgraded to an electronic application process that allows us to sort and analyze applicant data, helping us to identify areas where applicants are not meeting employer need and vice versa.
- Lead the formation of a peer-to-peer networking and support group, the Vermont Internship Professionals Network (VIPN), with a mission to bring together Vermont's internship professionals to share best practices and resources. VIPN seeks to create more effective internship experiences through increased communication and coordination among existing programs, and will work to develop professional standards and tools that will benefit collaboration between educators, employers and workforce development organizations, including more consistent and effective data collection on the development of Vermont's youth workforce.

2013 Survey Results

We frequently survey interns and employer participants and consistently find high levels of satisfaction. Survey results from August 2013 revealed:

- 100% of intern respondents found their internship gave them valuable work experience and moved them toward their career goals.
- 100% of intern respondents would recommend the program to other students and recent graduates.
- 100% of employer respondents found that the Vermont Intern Program provided them with an intern who was qualified for the position and able to meet the employer's goals for the internship.
- 100% of employer respondents would recommend the Vermont Intern Program to other businesses.

NOTE: Since the program began in 2008, there has been increased pressure to accept unpaid internships into our program. Nationwide trends show that those who take part in paid internships have a distinct advantage over their peers who take an unpaid internship or had no internship at all. Requiring internships to be paid creates a scenario of equal opportunity for applicants. Students of limited means do not have to choose between a position that will generate income and an internship experience that will further their career goals. The Vermont Intern Program stands committed to paid internships.

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