



Vermont Businesses  
for Social Responsibility

## Vermont Intern Program, presented by VBSR

---

January 30, 19

### Introduction

Vermont Businesses for Social Responsibility has operated the Vermont Intern Program since 2008. The Vermont Intern Program is funded in part by the Vermont Department of Labor's Workforce Education and Training Fund, It is the only statewide intern program, and its mission is:

*to connect college students and recent graduates with employers in Vermont, support the development of high-quality internship opportunities, and cultivate an applicant pool and employer community that is prepared to meet the state's emerging workforce needs.*

In order to advance our mission, we have the following objectives:

#### CONNECT:

- Applicants find *paid* internships and employers find qualified candidates.
- Employers and applicants are linked through direct referrals and recommendations.
- Applicants are invited/encouraged to attend networking and professional development events.
- All interns receive a *free* membership to Vermont Businesses for Social Responsibility, giving them access to the member events of a statewide business organization.

#### EDUCATE:

- Applicants are advised on career pathways, workplace readiness & professional development.
- Employers are advised on creating internships and managing interns to successful outcomes. (We often educate employers on the difference between internships and other employment positions, e.g., the internship should provide training similar to that in an educational environment and should be tied to the intern's formal education program.)

#### SUPPORT:

- Applicants receive assistance with the search process and one-on-one support during the internship.

January 23, 2019

---

- The public is provided with counsel, referrals and resources regarding internships in Vermont.
- Employers receive assistance with recruitment and one-on-one support during the internship.

During the period of 2014-2018, i.e., the last five years, we have:

- received 4989 internship applications,
- placed 259 current and recent graduates in internship positions with Vermont employers,
- reached out to 365 to 520 Vermont employers annually, and
- posted 1025 internships for Vermont employers.

The Vermont Intern Program is a complimentary resource/listing to the Handshake software that Vermont colleges are using Handshake with their students. Handshake relies on the relationships of each institution with local employers. Where these institutions may focus on large employers, our listings fill the gap with internships at smaller companies/organizations that do not list their positions on Handshake.

The program has grown as a resource for current and recent graduates to find internships with companies and organizations in the state. For some companies and interns, it has created opportunities for interns to transition to full-time positions.

The program also benefits from a rich and diverse support network and works closely with the Vermont Internship Professionals Network as well as non-profit and governmental organizations including Vermont's Regional Development Corporations and Department of Labor American Job Centers and Vermont colleges.

The staff, systems, and infrastructure are all in place to ensure continued successful completion of program goals and requirements. We look forward to continuing to assist the business community with its changing workforce development needs.

Respectfully Submitted,

Jane Campbell, Executive Director