



Citizens for Educational Excellence

Education to Employment Emerging Professionals' Internship Program

Type B Corporation Presentation
February 18, 2019



Education to Employment: Emerging Professionals' Program

Internship Program for High School Students



Project Need:

- 4,000 local jobs are available
- Area continues to grow
- Aging workforce
- Difficulty in finding workers
 - Lack of relevant work experience
 - Lack of workplace essential/"soft" skills
 - Lower educational attainment rate





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Internship Program for High School Students



Prepare Our Youth:

- Growing population
- Majority stay here
- 90% of DMC population is local
- Invest in our students and community

CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"

CEO: "What happens if we don't, and they stay?"





Emerging Professionals' Program

Internship Program for High School Students



▶ Meet workforce demands of local employers

- Provide labor for high-demand fields
- Create a talent pipeline to local jobs
- Strengthen and build relationships between business & education
- Enhance social responsibility

▶ Prepare students for the workforce

- Learn on-the-job skills
- Demonstrate appropriate "soft" skills
- Gain work-related knowledge through college class
- Explore career opportunities
- Connect classroom to world of work

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Program Description (Year 1):

- Local Employers/Local School districts
- High-demand Areas
 - Accounting
 - Business Management
 - Hospitality Management
- Education and Skills Development
 - Business & Industry Endorsement (Career Pathway)
 - High School and DMC college classes
 - 6 weeks of essential skills training
- Work-based Learning
 - 500+ hours of on-the-job training
 - 2:00-5:00 for 34 weeks during the senior year
 - Employer paid
- CEE as Talent Contractor
 - Recruit, screen, train, prepare, and monitor student interns
 - Serve as a single point of contact for employers





Education to Employment: Emerging Professionals' Program



An Investment in Our Future Workforce Request for Funding

- \$130,000 per year for 3 years (\$390,000)
 - Project staff, supplies & training materials, research & evaluation
- Metrics for Year 1
 - 40 employers (small and large)
 - 3 school districts
 - 60 interns
 - 20 full-time positions created and retained
- Program sustainability plan
- Investment in our local businesses, students, and community





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