Pathway to Work
Summer Teen Internship Program
History

• First teen Summer Interns in 2013
• Gap in programming for teens
• Opportunity to partner with property management
• Work/Reflection/Financial Education/Career Exploration/Presentation Skills
• To date, have graduated 107 Pathway to Work Interns
Summer 2020

- Implementing new strategic plan which calls to enhance and expand the teen internship program
- Due to COVID-19, decision was made not to hire teens to work on-site (management/maintenance)
- Of the program's four components, what might it look like if we remove the WORK portion?
- Opportunity to enhance the other focus areas
- Introduce teleworking skills development
The Program
Teleworking Teen Interns
Goals and Objectives

Interns will set career and education goals
- Interest/Skills Assessments
- Exposure to career options

Interns will learn responsibilities associated with earning money
- Banking, saving, budgeting, credit, asset building
- Values analysis, family & money

Interns will develop presentation skills
- Mechanics and features video conference presentations
- Effective behaviors, body language, etiquette

Interns will increase self-confidence
- Positive experiences of asking questions, speaking out
- Using creativity and voice to decrease feelings of powerlessness
Recruiting Teleworking Teens

- Identified 11 family properties with residents services coordinators
- Goal of 1 teen per property, total 11 teens
- Criteria: Teens ages 16-19; must live on property
- Direct marketing to units with 16-19 year old residents - Flyer under door
- If no responses, RSC makes calls, knocks on doors
- Application process: Application form, interview
- Selection criteria: Balance of need and potential
Teleworking Teens - Summer 2020

- 8 hours/week for 8 weeks; Total 64 hours
- Set up bank account
- Submit a 3 minute video - What I'm Passionate About
- Participate in Financial Education, Career Exploration, and Presentation Skills Development Activities
- Interns create Digital Professional Portfolios
  - 16 journal entries
  - personal budget
  - resume
  - education and career goals
  - video presentation
- Celebrate their Accomplishments!
Financial Education

- Banking and Saving
- Credit and Lending
- Investments and Asset Building
- Budgeting
- Smart Shopping - Cost Comparisons
- Assessing Values
- Family & Money
Career Exploration

• Assessing Interests, Skills, Passions
• Career Panels
  Human Services, Finance, Real Estate, Healthcare, IT, Law, Education, Sales, Engineering, Entertainment, Business
• Job Readiness and Work Behaviors
Presentations

- CU in the Moment - Consultant
  - Voice and Body Languages
  - Improvisation
- Mechanics of Effective Teleconference Presentations/Webinars
- Effective Moderating - Panels & Meetings
- Interviewing Skills
## Budget

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intern Stipends</td>
<td>$960 x 11 Interns</td>
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<tr>
<td>Bonus Potential</td>
<td>$100 x 11 Interns</td>
</tr>
<tr>
<td>Technology Resources</td>
<td>Laptops/Tablets and Hotspots</td>
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<tr>
<td>Professional Consultant</td>
<td>CU in the Moment</td>
</tr>
<tr>
<td>Supplies and Materials</td>
<td>$200 per property</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>29,460</strong></td>
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<tr>
<td><strong>Per Intern Cost</strong></td>
<td><strong>2,678</strong></td>
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Potential Obstacles

- Recruitment
- Online Banking - assisting interns in setting up and managing accounts remotely
- Finding Workspace at Home
- Troubleshooting IT problems