

Scaling Experiential Learning: Miami-Dade County's Summer Youth Internship Initiative

September 13, 2021



Welcome!



Kathy McDonald, MBA

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Florida College Access Network

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Questions & Conversation

- Submit your questions in the box
- Share on social media
 - Twitter: @FLCollegeAccess
 - #FCAN
 - #TalentStrongFL

This webinar is being recorded; all materials will be available within a week of recording



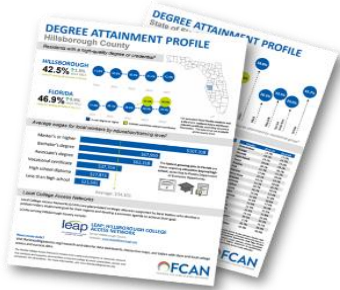
Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

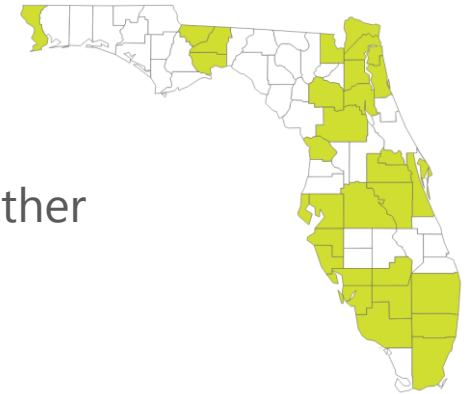
A Florida working together, where education is the pathway to economic mobility for all.

FCAN's Work



Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

Local college access networks (LCANs) LCANs support 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



**COLLEGE
READY
FLORIDA**

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that provides schools and community organizations resources to help students continue their education after high school.

7 Conditions for Success

Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.



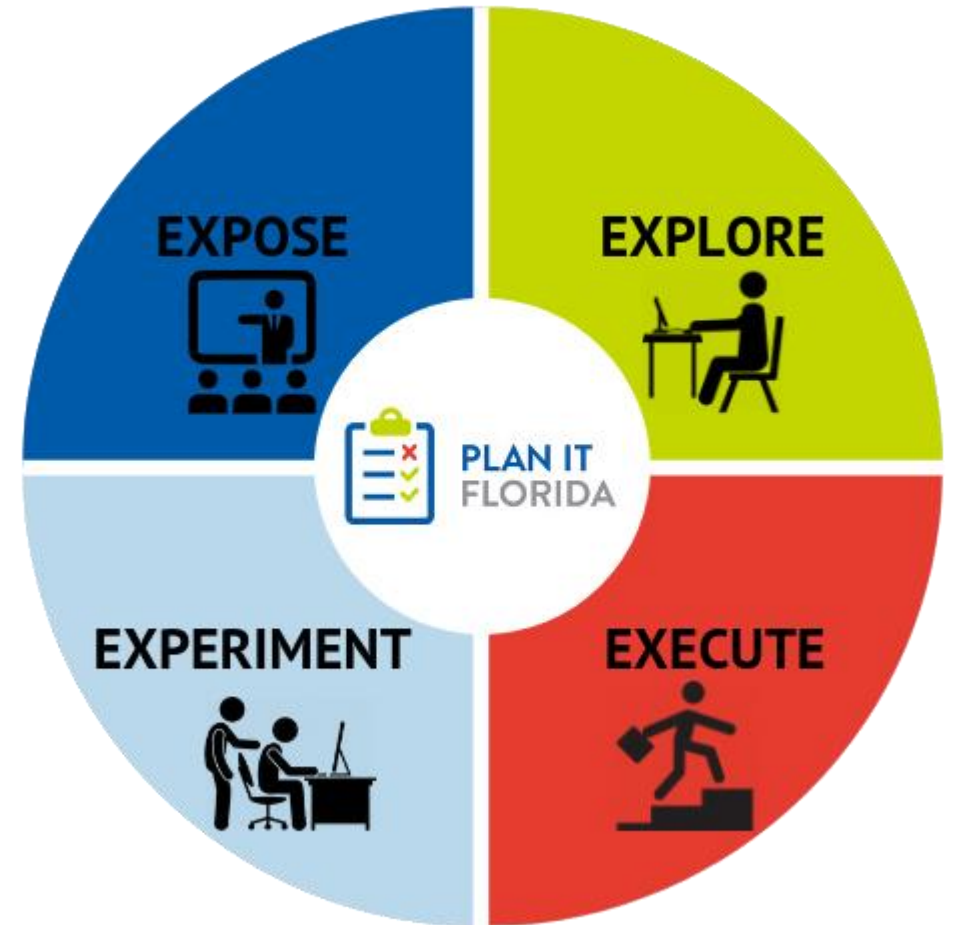
Introduction



Plan It Florida

To ensure every Florida student graduates high school with a college and career readiness plan.

- Help students develop their skills while exploring interests and career options
- Expose students to various postsecondary options
- Build a college-going culture



Types of Experiential Learning

Part-time jobs

Volunteering

Internships

Apprenticeships

Externships

Cooperative education programs

Simulations, gaming, role-playing

Field work

Service learning

Practicums & student teaching

Undergraduate research

Clinical experiences

Study abroad

Source: Experience Magazine: Practice and Theory, The Landscape for High School Experiential Learning Programs

Guest Presenters

Garnet C. Esters, The Children's Trust

Lupe Ferran Diaz, Ph.D., Miami-Dade County Public Schools (M-DCPS) Department of Career and Technical Education

Ann de las Pozas, Foundation for New Education Initiatives, Inc. (FNEI)

John Ise, Miami-Dade County

Rick Beasley, CareerSource South Florida

Christa Dotson Dean, Member Outreach, EdFed



Poll: What are you hoping to learn more about today?

Scaling Experiential Learning:
Miami Dade County's Summer Youth Internship Initiative





Summer Youth Internship Collaborative

- History
- Partners
- Funding Sources
- Program Presentation
- Lessons Learned
- Q & A



Garnet C. Esters
Program Manager
The Children's Trust



Garnet is a career public servant and has extensive experience in contract administration, operations and procurement management in both the public and non-profit sectors. She has developed and implemented numerous programs that serve to enrich the lives of youth and adults in Miami-Dade County.

She currently serves as Program Manager at The Children's Trust which is dedicated source of revenue derived from property taxes, established by voter referendum in 2002. Our mission is to partner with the community to plan, advocate for and fund strategic investments that improve the lives of all children and families in Miami-Dade County. We envision a community that works together to provide the essential foundations to enable every child to achieve their full potential... **Because All Children Are Our Children.**



***Ann Stith de las Pozas, Executive Director
Foundation for New Education Initiatives, Inc.***



Ann de las Pozas serves as the Executive Director of the Foundation for New Education Initiatives, Inc. (FNEI), and supports the Miami-Dade school system in creating and strengthening strategic partnerships with South Florida's diverse philanthropic community. Ann is dedicated to the goal of enhancing the overall academic experience for the students and families of Miami-Dade County Public Schools. Prior to joining FNEI, Ann served on the executive teams of Our Kids of Miami-Dade and Family Central. She leads all aspects of the Foundation's operations including partnering with schools, District offices, community organizations and local community leaders.

**FOUNDATION for
NEW
EDUCATION
INITIATIVES, Inc.**
Supporting Miami-Dade County Public Schools

John Ise
Contracts Officer
Miami-Dade County



John Ise has a social and public service history that spans 3 decades. For the past 3-years he has served as a Contracts Officer within the Office of Management and Budget for Miami-Dade County. Previously, he served 10-years as a Contracts Manager for The Children's Trust, a Children's Service Council for Miami-Dade County. Prior to his arrival in South Florida, Mr. Ise worked for a Catholic non-governmental entity in Port-au-Prince, Haiti and was a U.S. Peace Corps Volunteer in the Dominican Republic. In the early 1990s, he worked for U.S. Congressman Tony P. Hall (Ohio) in both his Dayton, Ohio district office and Capitol Hill office in Washington D.C. He is a graduate from the University of Dayton (B.A.) and Rutgers University (M.P.A.).



Travis Kelly, B.P.A.
Special Projects Administrator I
CareerSource South Florida Youth Programs
South Florida Workforce Investment Board



Travis Kelly is the Special Projects Administrator for CareerSource South Florida Youth Programs and oversees youth programs to include Miami-Dade and Monroe Counties. CareerSource South Florida provides In-School and Out-of-School youth programming that consist of education, training and work experience for youth ages 14-24. These education and training programs are aligned to support the One Community One Goal targeted industries. Through both public and private partnerships has created internships, pre-apprenticeships and apprenticeships that will create a pipeline of talent that both Miami-Dade and Monroe Counties will benefit from. He is well known and is considered as a valued partner in youth programming. Mr. Kelly is a native of South Florida and holds a B.P.A. in Public Administration from Florida International University.



Lupe Ferran Diaz, Ph.D.
Executive Director
Department of Career & Technical Education
Miami-Dade County Public Schools



Dr. Lupe Ferran Diaz currently serves as the Executive Director of the Department of Career and Technical Education which services over 105,000 students enrolled in Career and Technical Education programs that are aligned with the One Community One Goal targeted industries. Prior to this appointment, she served as Project Director for the Smaller Learning Communities Grant and was responsible for overseeing the district's NAF career academy programs. She is well respected and revered as an early leader in the use of technology in the classroom. Dr. Diaz was born and raised in Brooklyn, NY and holds a B.A. in Business Education from Hunter College--City University of New York, an M.A. in Business Education and a Ph.D. in Vocational-Technical Education from The Ohio State University.





2021 INTERNSHIP IMPACT



2321 Students Completed
99% Completion Rate

61 Participating Schools
2819 Students Applied

74 Students Earned Dual Enrollment Credit

655 Participating Companies
369,507 Hours Worked



Summer Youth Internship Program Highlights

\$4 Million Invested

74 Students received dual enrollment college credit

1756 (75%) Students qualified for free/reduced lunch

623 (26%) Students were youth with disabilities

2021 Internships

- Remote 362 (15.6%)
- Hybrid 703 (30.3%)
- Onsite 1256 (54.1%)





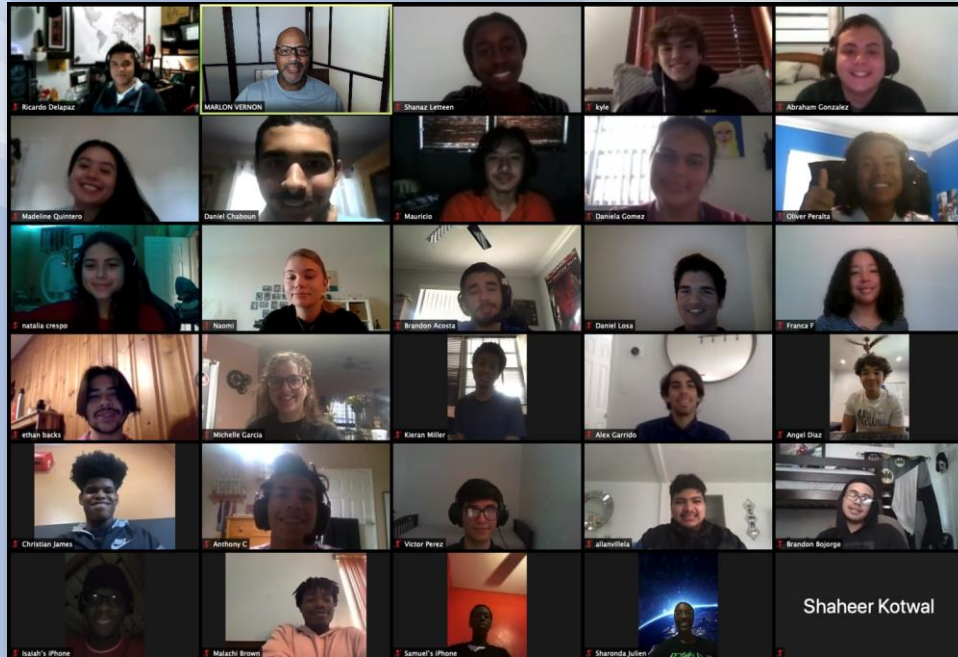
Structural Components of the M-DCPS SYIP Program

- Teacher Champion identified and trained at all schools (no remuneration)
- Parent, student and employer orientations conducted virtually
- Online pre-internship training for interns
- Student interns assigned to certified M-DCPS teachers
- Curriculum consisting of weekly assignments
- Online curriculum interface
- [Miami.GetMyInterns.org](https://miami.getmyinterns.org) for registration and matching of interns and employers



Structural Components of the MDCPS SYIP Program

- All students are:
 - Eligible for HS academic credit or dual enrollment credit, if they qualify
 - Required to open a Credit Union account
 - Required to have student accident insurance
 - Assigned to a Teacher Internship Supervisor and a Worksite Supervisor



Structural Components of the MDCPS SYIP Program

Required to open a Credit Union account

Accounts opened between **January 1, 2021, and August 31, 2021:** = **1,666**

As of 9/1/21:

Total Number of Accounts: 6,279

Aggregate Account Balances: \$7,985,881.06

Average Account Balance: \$1,271.84

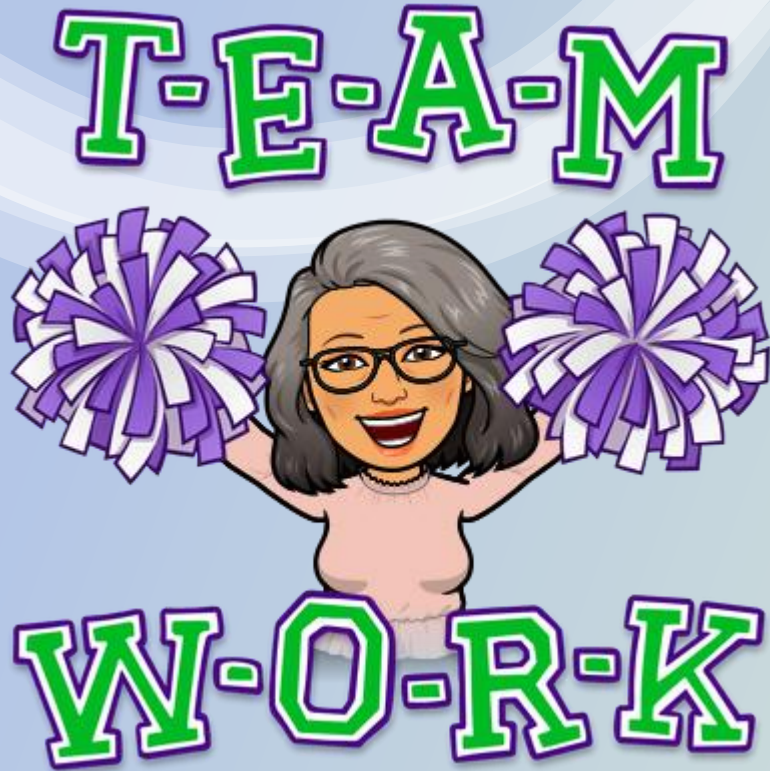


Considerations Needed to Replicate

- Establish business relationships:
 - Previous internships hosts
 - Advisory Boards
 - Community and Business Partners
- Sponsors:
 - Major Corporations
 - Municipalities and Local Governmental Agencies
 - Workforce Development
 - Business Partners



Distance Dynamics



- Presented virtual marketing seminars arranged with national and local partners to incoming interns on personal branding/marketing in preparation for the internship
- Hosted three internship orientation seminars for providers to share strategies for hosting a remote intern as well as to review the management logistics
- Hosted a series of parent orientations in English, Spanish, and Creole attended by over 1000 participants to prepare interns and parents regarding the logistical management of all functions of the internship experience
- Held multiple student orientations regarding deadlines, non-negotiables, etc. to ensure a successful experience



Program Preparation

PREPARE



- Student/employer matching and coordination:
 - Updated the platform Miami.GetMyinterns.org
 - Instructional and promotional videos were added to the online platform
 - Implemented Internship Hotline staffed by CTE personnel
- Preparation of students for internships:
 - Completion of Online Course and managed by Teacher Champions
 - Submission of all documentation
 - Protocols were created and shared with all schools



Program Preparation



- Progress monitoring
 - Start early by meeting with sponsors on a regular basis
 - Train teachers
 - Promote program
- Curriculum/instruction integration
 - Pre-internship course (works best when incorporated into career academy class)
 - Developed strategies for hosting a remote intern to post for employers hesitant about having a remote intern



What We Did to Pivot

CONTINGENCY PLAN



- Created contingency plans
- Materials, time, internal considerations that impacted documentation, training, etc.
- Assigned select teacher internship supervisors to lead projects in the various career themed areas
- Created project templates shared with employers on how to develop a remote internship project
- Utilized technology with digital signatures to collect documents remotely





MIAMI DADE COUNTY PUBLIC SCHOOLS
Department of Career and Technical Education
Summer Youth Internship Program



Remote Internship Project Plan

Please complete the Project Plan Template (below) and upload it to Odysseyware with the naming convention "StudentLastName_FirstName_StudentID_ProjectPlan".

Company:		
Worksite Supervisor Information		
Name:	Email:	Contact #:
Project Plan Title:		
Project overview and background: <i>Include background and contextual information relevant to the project and its value to the employer or community. Include a question or problem statement that interns will be solving. This section is the "why."</i>		
Project description: <i>Provide a clear, organized, and concise description of what interns will be asked to do. Explain all portions of the project, from research to final presentation. Outline expectations and instructions clearly. Define how interns should connect workshops, trainings, and other internship program activities to the project of value.</i> <ul style="list-style-type: none"> <i>This is what the intern will complete by the end of the remote internship</i> 		
Project Deliverables: <i>Provide clear information on how interns are to deliver the project of value – specify deliverable due dates.</i> <ul style="list-style-type: none"> <i>This indicates what the intern should produce by the end of each week (or deadline prescribed)</i> <i>Please outline using the Weekly Project Deliverables table.</i> 		

Weekly Project Deliverables:

	Weekly Focus/Content	Weekly Project Deliverable(s)
Week 1		
Week 2		
Week 3		
Week 4		
Week 5		

*150 hours is the required minimum to complete the SYIP internship





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Department of Career and Technical Education
Summer Youth Internship Program



Sample
Remote Internship Project Plan Template

Company: Company A		
Worksite Supervisor Information		
Name: First Last	Email: fristlast@gmail.com	Contact #: xxx-xxx-xxxx
Project Plan Title: Building an Effective Social Media Platform and Online Presence for a Small Business		
Project overview and background: Company A currently manages social media sites in-house and in a spontaneous manner. They cannot always keep up with the latest trends in advertising and marketing on the most popular social media platforms. In order for Company A to continue to appeal to the growing online marketplace, they need to better understand where they rank compared to their competitors.		
Project description: To provide an exploration of Company A's social media platforms and brand awareness by using various tools and modern research. Design and implement a plan for increased social media presence. Create a tutorial to demonstrate how to capitalize on social media tools for increased outreach (including both target markets and general markets).		
Project Deliverables: <i>Provide clear information on how interns are to deliver the project of value – specify deliverable due dates.</i>		
<ul style="list-style-type: none"> • This indicates what the intern should produce by the end of each week (or deadline prescribed) • Please outline using the <i>Weekly Project Deliverables</i> and <i>Complete Internship Project Plan</i> tables 		

Weekly Project Deliverables:

	Weekly Focus/Content	Weekly Project Deliverable(s)
Week 1	Research Company A social media sites	Capture findings and detail observations.
Week 2	Audit social media sites	Gather list of competitors and list pros/cons of each, then compare the companies with a Venn diagram or other visual.
Week 3	Compare sites to competitors Conduct surveys and collect public opinions Conduct surveys and collect user feedback	Conduct surveys and find a pattern. Put together a strategy and rationale of how to optimize Company A's social media.
Week 4	Provide recommendations for increased brand awareness and social media site enhancement	Create an alternate account on FB/Instagram/Twitter for Company A and present to owner and mentors with ideas/innovation. Post on these social media accounts.
Week 5	Prepare slide deck for presentation	Present tutorial and findings in virtual presentation.



Post-Internship



- Teacher supervisors documented all facets of the internship online
- District staff provided on-going audit reports
- CTE Executive Director and team members provided strategic leadership to soliciting financial support from the community to ensure sustainability and met weekly for check-ins on Fridays



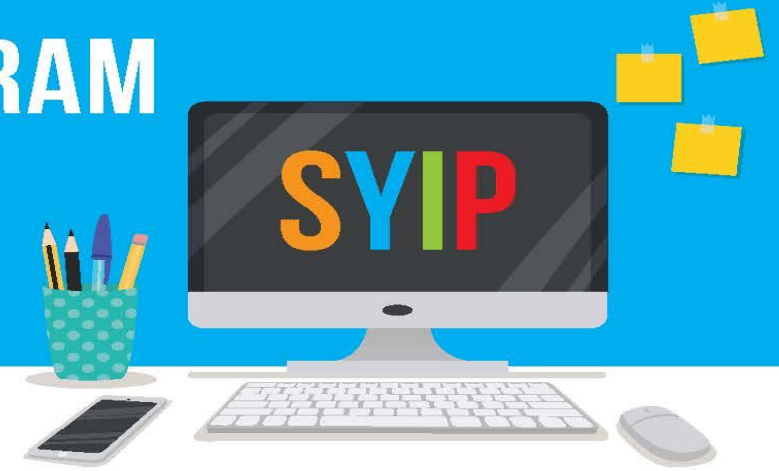
Important Resource Links

- <https://www.ctemiami.net/internships-2021/>
- [Miami.getmyinterns.org](https://miami.getmyinterns.org)
- [SYIP YouTube Channel](#)
- [Internship Provider Handbook – Managing A Quality Internship](#)
- [Best Practices for Online Interviews](#)
- [SYIP Effective Tips for Working Remotely](#)
- [Internship Information Sheet](#)
- [SYIP FAQs](#)



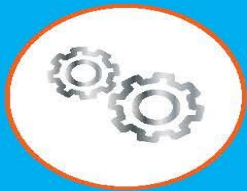
SUMMER YOUTH INTERNSHIP PROGRAM

EFFECTIVE TIPS FOR WORKING REMOTELY



You will need to adhere to your employer's policies while conducting work from a remote location.

1. KNOW YOUR TOOLS



Avoid frustration & maintain productivity by testing technology & accessing files remotely before you need it.

2. SET YOUR SPACE



Find a comfortable, quiet spot where you can focus & maintain an ergonomically-sound work environment.

3. STRUCTURE YOUR DAY



As appropriate, keep your same work hours on a daily basis. It's important to maintain boundaries around hours. Plan for meal breaks just like you would in the office.

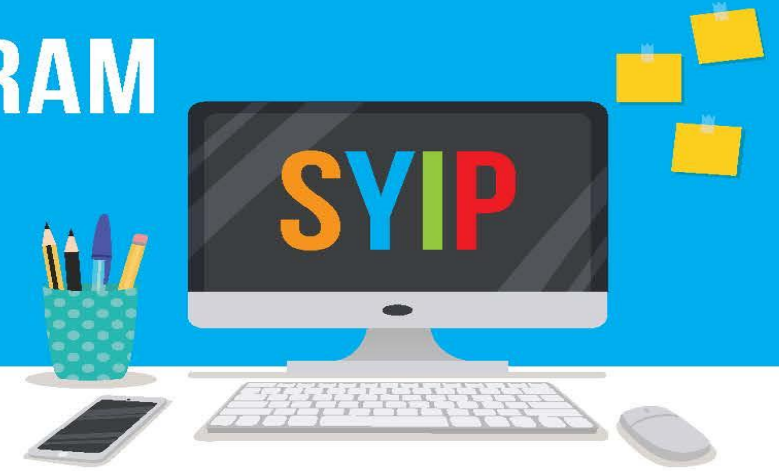
4. COMMUNICATE!



You won't "see" everyone in the hallways, but it's very important to stay connected with your Supervisor/Mentor. Use all of your tools to stay connected – Skype, MS Teams, phone calls & emails are just a few.

SUMMER YOUTH INTERNSHIP PROGRAM

EFFECTIVE TIPS FOR WORKING REMOTELY



You will need to adhere to your employer's policies while conducting work from a remote location.

5. BE PROACTIVE WITH YOUR MANAGER



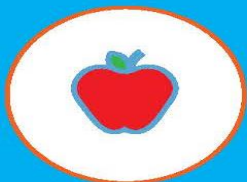
Keep your supervisor up to speed on your accomplishments, struggles & areas in which you need assistance. Plan to provide regular & frequent status reports as appropriate.

6. AVOID DISTRACTIONS



Plan your work space & schedule to minimize distractions. Limit interactions with family members, friends, & pets to break periods or after your work day ends.

7. KEEP HEALTHY



Make sure you periodically stretch, walk around, & frequently look away from your screen. Use your calendar if you need a reminder!

8. ADHERE TO POLICIES



While you are working remotely, you are still “at work” so be sure to follow your employer's policies including downloading apps & visiting websites on work computers and during work time.

BEST PRACTICES FOR ONLINE INTERVIEWS



SIGN UP FOR A WEB CONFERENCE

These services are currently being offered for free:

Zoom
Cisco Webex Meetings
UberConference
GlobalMeet Collaboration



FIND A QUIET ROOM OR SPACE

You want to avoid interruptions and distractions during your interview.

DO A TEST RUN BEFORE THE INTERVIEW

A test run ensures you have time to work out the kinks and avoid issues at the time of the interview.



PREPARE QUESTIONS

You should have a script of questions to ask each candidate before you begin interviewing.



DRESS PROFESSIONALLY

You might not be meeting in person, but first impressions are still key.



MAINTAIN EYE CONTACT

The best way to maintain eye contact during an online interview is to look directly at the camera and not the screen.

INTERNSHIP PROVIDER TIPS FOR CONDUCTING AN ONLINE INTERVIEW



Test your equipment

- Before each video call, test your camera, microphone and sound to prevent any potential technical problems that could occur during the interview. Establish a location with good lighting and minimized distractions.

Prepare your questions

- Structure your call to ensure that you achieve your objectives.
- Is there a specific skill set or background you're looking for
- Do you want to provide questions ahead of time to allow job seekers the opportunity to craft well-thought-out answers?
- Do you want to test their agile thinking abilities with on-the-spot questions?

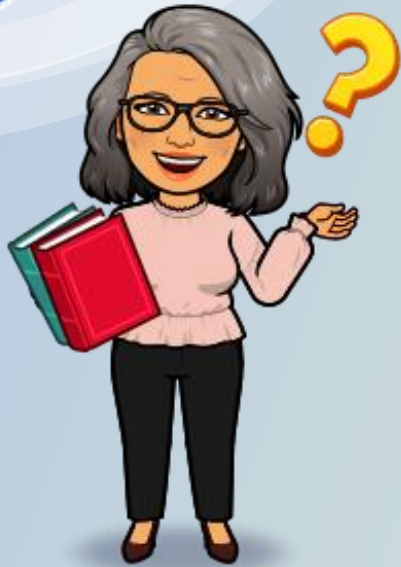
Make a good impression

- Make the online interview process as easy as possible for interns.
- Being on time, dressing professional, maintaining eye contact and giving someone your full attention also applies to employers.
- Prepare for possible questions surrounding COVID-19 during online interviews. Health and safety are expected to be top priorities internship providers should be ready to vocalize their organization's response to this health crisis and what protections interns can expect if hired.

Review technology requirements



Any Questions?



Lupe Ferran Diaz, Ph.D.
Executive Director
Miami-Dade County Public Schools
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 @drldiaz

Garnet C. Esters
Program Manager
The Children's Trust
garnet@thechildrenstrust.org



Questions?

Garnet C. Esters, The Children's Trust

Lupe Ferran Diaz, Ph.D., Miami-Dade County Public Schools (M-DCPS) Department of Career and Technical Education

Ann de las Pozas, Foundation for New Education Initiatives, Inc. (FNEI)

John Ise, Miami-Dade County

Rick Beasley, CareerSource South Florida

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What path will YOU take?

Education

Most jobs require education beyond high school. The level of education you will need will depend on the job you want.



Career and technical schools offer programs ranging from 6 to 18 months to prepare for careers in fields like plumbing, electrical, auto mechanical, culinary, cosmetology, etc.

Two-year colleges offer associate's degrees. You can enter the workforce with a degree in fields like healthcare or information technology. You also have the option to transfer to a college or university to earn a bachelor's degree.



In Florida, **state colleges have formal 2+2 agreements** with local universities. These relationships give students the option to complete the first two years of their bachelor's degree at a state college and the second two years at a university. This can help families save money on a four-year degree.



A bachelor's degree from a **four-year college or university** can prepare you for jobs in fields such as business, education, or engineering. You can also continue on to graduate school to study fields like law or medicine.

While earning your bachelor's degree, you will build a broader body of knowledge, which can offer you more flexibility to change careers throughout your life.

Service

If you enlist in the **U.S. military**, you will receive training and learn skills that can transfer to a career. You will also have the opportunity to continue your education later using GI Bill benefits.

AmeriCorps offers another opportunity for service. You can participate in projects that serve communities in need, like home building or disaster cleanup. You will also receive an education award you can use to go back to school.



Employment

Entering the workforce is another option for students. To increase your earning potential, consider looking at apprenticeship programs, or working for a family business.

Get the Support You Need

There are many options for what you can do after high school, so making a decision can seem intimidating. Use this guide to start planning your next steps early on.

As you take this journey, your plan might change along the way. That's okay! You can always turn to the tools in this guide to revisit and revise plans as needed.



Florida College Access Network, a statewide network with the goal of ensuring all Floridians have access to the postsecondary education they need to be prepared to participate in Florida's workforce.

For more college access resources, visit www.FloridaCollegeAccess.org



Plan It Florida is one of four College Ready Florida initiatives coordinated by Florida College Access Network. The goal of Plan It Florida is to equip students with the resources and skills they need to make a plan for life after high school.

Career Clusters

Florida's state colleges offer courses in different career clusters. This can help you explore a field that interests you without needing to know the exact job you want.

Clusters may vary slightly from one college to another, but they generally fall into the following categories.



Business



Education



Science, Technology, Engineering, and Math (STEM)



Health Sciences



Human Services



Communications



Law, Public Safety, Government



Information Technology



Culinary



Manufacturing



Construction

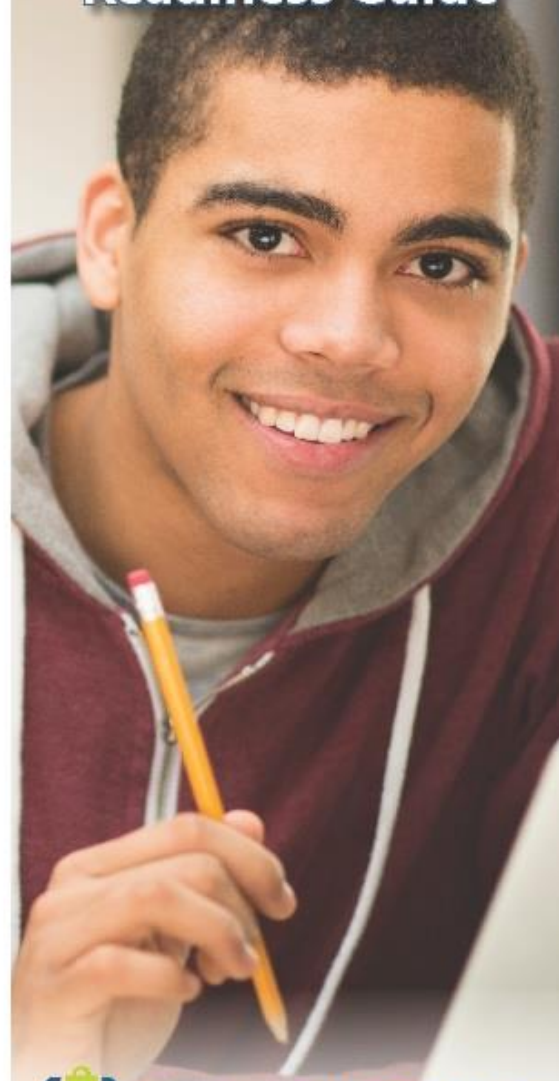


Arts

To learn more about available career clusters, visit:

www.floridacollegesystem.com/students/programs/meta-major_academic_pathways.aspx

College and Career Readiness Guide



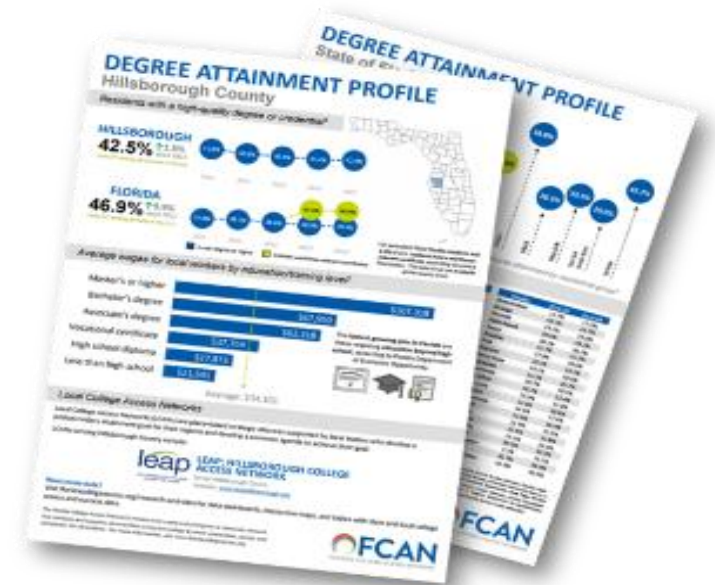
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Conclusion

