

Notice of Announcement from:  
Town of East Haven Economic Development  
11/9/2011

The Mayor's Office, Economic Development, Community Development, East Haven High School, and The East Haven Chamber of Commerce will be collaborating on East Haven's first internship program. This is an unpaid internship program for East Haven High School Students.

East Haven will be revamping the general community service requirement, for high school students, into an internship program. The internship concept was modeled after a internship program, recently completed, in the East Haven Community Development Office, this past summer. Internships offer student's direct work experience in a vast number of professional sectors. Post secondary institutions have relied on internship programs, in conjunction traditional class study, to offer student professional development and "hands on" experience.

East Haven High School will be offering 3 individual options that students can fulfill their general community service requirement.

1. The For-Credit internship program:
  - a. Students will receive high school credit for the work experience. During the School Day.
  - b. Students will participate in professional development seminars; the focus on Resume, Cover letter, and Interview techniques.
  - c. Students will compete for the internships: which will give student insight into the professional competition.
  - d. Students will fulfill their 20 Hours of general community service, via this program, along with East Haven High School Credit.
2. Non-credit internship program:
  - a. Student can use the list of qualified Internship locations, to gain valuable work experience.
  - b. This is an after school program, which student engage the internship provider, as a traditional employee (unpaid).
  - c. This gives students the ability to "try out a job/ career" before investing in college or any post secondary education.
  - d. Students will fulfill their 20 Hours of general community service, via this program.
3. General Community Service
  - a. This section gives students the ability to complete their community service hours, as they would have prior to this program.

The several benefits of this program are:

- Giving student options for participating within their community
- Offer students direct work experience and the ability to “try out” a sector.
- Connect East Haven Business Owners with the ambitious and talented East Haven High school students.

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Original Proposal to EHHS

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Economic Development  
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East Haven – Internship program proposal

Currently, East Haven High School students have a “general” community service requirement. Each student is required to complete 20 hours of community service during their 4 year high school career. This is a great program. Students that participate within their community have a increase appreciation for their community. This will lead to less criminal activity, increase sense of community pride, and an overall sense of community amongst town residents.

Restrictions:

This past summer, an Internship Grant was provided to the Town of East Haven. The Work Force Alliance Grant, given to the Community Development Office, allowed students of lower income families to gain valuable work experience and monetary compensation. The internship program, with a grant structure, limited the number of interns and prevented new interns from applying. Potential/ eligible students, in the current internship program, that missed the application deadline, were not eligible for employment. Many ambitious, intelligent, and qualified students could not participate due to this program restriction. Most of the students participating in the program were exceptional. These individuals were motivated, inspired, and enthusiastic about participating within government. But at the conclusion of the summer, these exceptional individuals returned to school.

### Combination:

Internship programs have traditionally been used by post secondary education entities to provide “hands on” experience for students interested in seeking out possible career paths. Allowing the current “general” service requirement to be transformed into an “internship program,” the audience becomes more extensive. Internship credit would be given to students completing a part-time internship of 20 hours (or TBD # of Hours). This is a much more efficient use of the student’s time which can be spent within the East Haven community. Students would be gaining valuable experience and the Town of East Haven Business Community would realize decreased labor costs, with the Free Interns.

### Targeting:

Students with an initial interest in any sector would be eligible, under the internship, to work within that sector. Such as, a student interested in plumbing would be able to seek out a Resident Plummer and complete internship hours. Student interested in professional services, such as government, can apply to the Town Hall or Individual Town Council Members. The number of options is endless. The East Haven Chamber of Commerce will provide a list of participating businesses.

### Justification:

The Town of East Haven has a 9.6%<sup>1</sup> unemployment rate. Through decreasing the cost of labor, and increase supply of inexpensive workers (interns), businesses within the East Haven economy will experience a projected increase in economic stability and decrease unemployment rate. In theory, businesses will be able to produce more at a decreased cost of labor. This will create jobs in the long term. At the very least, student may realize that their initial interest in a sector was not a “great fit” and find other career opportunities. At the very most, Student interns will become experienced within their fields and gain valuable experience at a young age. Within the Town of East Haven, 25.5% of the Businesses are Trade Sector establishments, accounting for 31.9% of East Haven’s total employment<sup>1</sup>. The East Haven trade sector is ripe for development. The combination of education distribution and socioeconomic composition is an ideal for an Internship program. Of the East Haven High School graduates<sup>2</sup>, 42% have a high school education, 24% have some college, and 22% have a Bachelors Degree or more<sup>2</sup>. The age distribution of town residents shows potential and is key to increased enrollment in technical education. As of 2010, The Town of East Haven has nearly 4,400 residents between the ages of 5-17 and nearly 4000 students<sup>3</sup>. Limiting the internship program to High school Juniors and Seniors, virtually 500 (estimate) students would be eligible for this program.

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<sup>1</sup> From the Connecticut Department of Labor's September 2011 statistics, <http://www1.ctdol.state.ct.us/lmi/laus/lmi123.asp>

<sup>2</sup> Business Profile (2005) Connecticut Economic Resource Center (C.E.R.C)

<sup>3</sup> C.E.R.C. Educational Attainment, Town profile, Town of East Haven 2010  
C.E.R.C. Age Distribution, Town profile, Town of East Haven 2010

The Cost:

The cost to maintain internship programs are traditionally low. With the current system the East Haven Board of Education has established, which tracks students' community service hours, not much would be changed. In addition, the Federal and State Government have an increase focus on education programs. The greater education commitment for the Feral and State Government has potential to aid East Haven's commitment to education. The East Haven Chamber of Commerce, The EDC Commission, and The Dept of Economic Development will provide business contacts.