

Changing Lives in the City of Dallas

Dallas Mayor's Intern Fellows Program

# Final Report

September 2016

- Internship
- Community
- Leadership
- Empowerment

September 2016

Prepared by:



EDUCATION *is* FREEDOM

**The 2016 Dallas Mayor's Intern Fellows Program report was created to inform stakeholders and document outcomes from the summer internship initiative.**

## **Mayor's Intern Fellows Program 2016 Executive Summary**

The Dallas Mayor's Intern Fellows Program (MIFP) is an eight-week, paid summer internship program that introduces Dallas public high school students to careers and employment opportunities in industries and companies where they have expressed interest. The 2016 program reported successful outcomes with increases in both the number of paid internships and the number of participating companies and non-profit organizations over the previous year, with expansions of 14% and 10%, respectively.

## **Mayor's Interns Fellows Program - Historical Perspective**

The MIFP was built and modeled after the highly prestigious White House Fellows Program. Like that effective program, the Mayor's Intern Fellows Program focuses on preparing motivated students to become the leaders of tomorrow. The program's overarching goals are to link the realms of college and career and to help students visualize their futures. This initiative is specifically crafted to help students visualize what is possible through hard work and effort focused on attaining their career aspirations. To make this vision come to life, students are given the opportunity to work in a variety of fields, including information technology, health care, engineering, hospitality, law, accounting, business, nonprofit and education. Understanding that all students will not be a part of the prestigious group, the MIFP also focuses heavily on ensuring that non-selected students (545 students) are also equipped with the skills necessary to successfully transition from high school into college and the workforce.

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# The Mayor

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Dear Friends,

It is my pleasure to join you in celebrating the success of the Dallas Mayor's Fellows Interns Program (MIFP). Nine years ago, MIFP began with a vision of providing paid internships to Dallas high school students. In 2016, we have much to celebrate: 385 interns employed by 240 companies and nonprofits. This summer marks the largest Mayor's Interns Fellows Program in its nine-year history. Congratulations! The numbers are impressive, but even more important is the impact we have made on the youth of our great city.

For each of the participating students, this was an opportunity to see first-hand the strong link between educational achievement and career success. Exposure to the professional work environment gave interns a better understanding of the importance of their personal accountability - maintaining good grades, being on time and prepared for work and school, and preparing for postsecondary education - all the things needed to become successful and productive members of our community.

Thank you to the hosting companies and nonprofits for their commitment to the internship program; without you none of our success would be possible. Whether your organization employed one or dozens of interns, each internship provided a valuable and unforgettable experience for our students. As I have heard the stories of several interns, I have been impressed not only with your engagement but also with the opportunities that have been provided for some of the interns to secure part-time employment during the school year. For those who have

provided these opportunities for continued employment, thank you. I applaud your vision and leadership; this is an excellent extension of the summer program.

By now, most of you know how much I value education, not only as Mayor, but also as a parent and an engaged citizen deeply concerned about workforce development and economic growth. Over the past few years, I have worked with Education is Freedom (EIF), a non-profit, college and career readiness services organization, that has provided outstanding facilitation of the intern program. Education is Freedom is committed to ensuring that all aspects of the program run smoothly, including identifying participating students, providing professional development and career training prior to the internships, hosting the job fair, organizing the intern's community service project and managing intern advisors to work one on one with interns. I am thankful for both their expertise and hard work.

As I reflect on the program's progress during my tenure, I am proud to live in a city with a business and philanthropic community that recognizes the importance of engaging our youth. Since 2011, my first year in office, the Mayor's Intern Fellows Program has grown over 650%, increasing the number of internships from 59 in 2011 to 385 in 2016, making this one of the largest internship programs in the country. As I said earlier, this is all because the corporations and nonprofits in the city of Dallas have stepped up to participate and make a difference. I cannot thank you enough for the exceptional summer experiences you afforded so many of our young citizens.



**Michael S. Rawlings**  
Mayor of Dallas

A handwritten signature in black ink, appearing to read "M. Rawlings".

# MIFP Overview

Mayor's Intern Fellows Program - 2016 The Year In Review



Schools

47



Interns

385



Intern Partners

240

Quotes From Intern Fellows

- **Yaumiri Subiza (The Real Estate Council) North Dallas High School** - "Time management, commitment and hard work are all things I have learned working at The Real Estate Council. You have to take a lot of notes and ask questions to be ready for whatever comes next. This was not what I expected it to be but in a good way. I greatly appreciate the chance to be a part of the program, and I want more people from my school to be aware of this great opportunity"
- **Anna Ortiz (The Cooper Institute) Kathlyn Joy Gilliam Collegiate Academy** - "The Mayor's Interns Fellows Program creates bridges so that all students can achieve success, regardless of their background. It's a glimpse of happiness that, if managed correctly, it can transform lives. It's a real life exposure, an experience unlike any other. Thanks to this internship, I now know people that will mentor and guide me throughout my life. That is the real value of the Mayor's Interns Fellows Program."
- **Ethan Rose (Michael Baker Jr.) Woodrow Wilson High School** - "MIFP has opened my eyes to the field of engineering. I learned all about the engineering process, from negotiating for the job all the way to seeing it completed. I can't wait to take these new skills I learned at work and apply them to my engineering classes at school."
- **Basil Abdel-Raziq (Oncor) Richland Collegiate High School of Math Science Engineering** - "The Mayor's Intern Fellows Program has filled my summer with experience that I did not realize I would gain. Also, I learned how the workplace operates and how employees interact with each other. I was able to see some of the real world jobs that Oncor offers and what they entail. Rather than using another summer for relaxing and having fun, I learned a lot during this summer while working with Oncor and gained a lot of experience."

# Internship Partners Survey Results

After the internship program was completed, a survey was fielded to each intern's supervisor. The results were overwhelmingly positive; the following is a summary of the responses from the Supervisors' Survey.



## Internship Program

93%

of employers rated the internship program at 8-10 on a scale of 1-10, where 10 was excellent. Of the total responses to this question, 50% rated the program at 10.

## Hire Intern(s)

90%

of employers stated that they would re-hire their intern(s) for future employment with their company.

## Workplace Skills

94%

of employers rated their interns as demonstrating an adequate or high level of applied workplace skills.

## Professionalism

87%

of employers rated their interns as demonstrating an adequate or high level of self management and professionalism.

## Foundational Skills

90%

of employers rated their interns as demonstrating an adequate or high level of foundational skills.

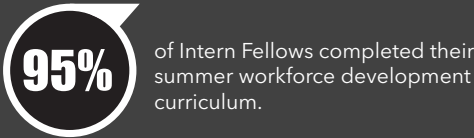
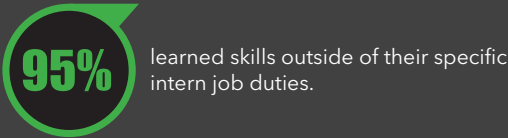
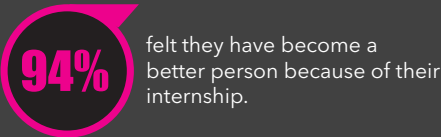
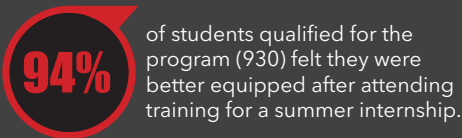
1/4 of student internships were extended beyond the MIFP program.



# Intern (Participant) Survey Results

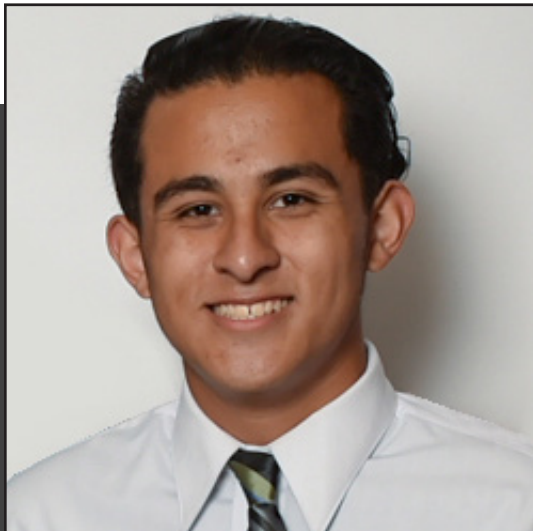


Participating interns also completed multiple surveys to gauge the impact that the skills training and/or on-the-job experience made on them. Below is a summary of the responses from the Intern Fellows Survey.



# Elliot Valencia

Thomas Jefferson High School



**Elliot Valencia**, a second year Mayor's Intern Fellow, served this summer as an intern with Dal-Tile. But, his experience was by no means the same as last year. The Thomas Jefferson High School senior shares, "I learned that the company I interned for last year expanded their business farther than just selling ceramic and porcelain tile." After working in Research & Development last year, he moved to Stone Sales this summer, helping him gain a richer understanding that a business requires different departments to function.

Elliot's tasks at Dal-Tile were far from mundane. He assisted in a product launch with new products and display for Home Depot's Stonemark presentation. He updated the Stone department's website and frequently ran requested reports. Elliot advocates that "learning just doesn't happen at school; the classroom is all around us." Elliot initially saw extra money as his motivation to participate in MIFP. After some work, his motivation shifted, and he was able to value the skills and knowledge he gained while doing hands-on projects at Dal-Tile.

Elliot hopes to attend the Massachusetts Institute of Technology and wants to pursue electrical engineering, biology, or neuroscience.

# Tianna McClure

Justin F. Kimball High School

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A senior at Justin F. Kimball High School, **Tianna McClure** knew that a summer internship would provide her with experience in the business world. She also saw this real-world opportunity as a networking prospect. But she knew what she had to give up - her summer vacation. She knew she would be waking up early and being professional, when she wasn't quite sure what that entailed.

Despite initial reservations, Tianna attended the job fair where she interviewed with the Dallas Citizens Council. She had done her research prior to the interview and knew that DCC was exactly where she wanted to work. She shares, "From the moment I started my internship at the Dallas Citizens Council, I learned a lot. It has shown me how to conduct myself in a corporate setting and some vital skills I need to thrive in corporate America. I have made connections with people throughout my company and built quality relationships."

During her internship, Tianna shared her aspirations to be a lawyer with her co-workers. DCC executives then introduced her to paralegals and attorneys who provided her with a glimpse of what those careers require. She states, "I will use the knowledge and skills I've gained through my experience at the Dallas Citizens Council for the rest of my life." She hopes to attend the University of Houston in the fall of 2017.



# Getsy Aredo

Heights Preparatory

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**Getsy Aredo** gained valuable work experience during her internship with the Dallas-area Habitat for Humanity. This was not her first experience with the organization. The nonprofit built her family's home in 2008. Getsy attests, "I enjoyed giving back to Dallas Habitat because they helped build my home." She continues "I loved Thursdays because we had orientations, which required all hands on deck. It was amazing to see the whole homeowner services team working together."

Getsy learned the ins and outs of home ownership. She even stepped up to translate for a family who spoke only Amharic, an Ethiopian language. The Mayor's Intern Fellows Program encouraged Getsy to step out of her comfort zone and become more responsible. She was held accountable for waking up on her own, preparing her breakfast and lunch, and getting to work on time, not common behaviors for most high school students during the summer.

Getsy will be entering her junior year at Heights Preparatory and intends to apply for the MIFP again next summer and intern for Habitat for Humanity.

# 2016 Mayor's Intern Fellows Program Partners

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Lisa K. Simmons



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