

HAMPTONROADS WORKFORCECOUNCIL

NextGen Regional Internship Program

Program Overview

The NextGen Regional Internship Program partners with local businesses, agencies, and organizations to provide up to a 180 hour paid internship experience to youth and young adults ages 16-21. Prior to entering the internship, participants will attend up to 30 hours of jobs skills and workplace readiness training lead by career coaches and working professionals. They will complete detailed personalized career plans, will apply to relevant post-secondary training programs and begin the process of launching into the workforce.

Employer Roles and Responsibilities

- Provide productive assignments for youth to develop real-world work experience.
- Define duties, communicate the nature and scope of responsibility, explain expectations, and provide adequate training and supervision.
- Offer youth a minimum of 10 hours and a maximum of 20 hours per week for 7-9 weeks.
- Provide a site supervisor who will serve as a positive mentor.
- Communicate periodically with the student's Career Coach.
- Offer feedback to the student on a regular basis.
- Complete bi-weekly and final evaluations of intern.
- If sponsoring an intern, provide a \$2,500 tax deductible sponsorship to the Hampton Roads Workforce Foundation.

HRWC Roles and Responsibilities

- Pay students \$10 per hour, up to 20 hours per week, for up to 180 hours.
- Coordinate recruitment, eligibility and placement process.
- Provide up to 30 hours of pre-internship workplace readiness training to interns.
- Provide continued on-site support to supervisors and interns through frequent visits from program Career Coaches.

About HRWC Youth Services

The Hampton Road Workforce Council serves the needs of businesses for trained and qualified workers by supporting initiatives that develop the skills of adults and youth to meet the needs of today's and tomorrow's economy. The organization helps over 5,000 youth a year explore careers, apply for post-secondary training, learn to manage money, and develop work readiness skills.

For more information contact:

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