



INTERNSHIP · COMMUNITY · LEADERSHIP · EMPOWERMENT

# DALLAS MAYOR'S INTERN FELLOWS PROGRAM

## Final Report

Changing Lives in the City of Dallas

September 2015

Prepared by:



**EDUCATION is FREEDOM**

The 2015 Mayor's Intern Fellows Program report was created to inform stakeholders and document outcomes from the summer internship initiative.

## Mayor's Intern Fellows Program 2015 Executive Summary

The 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 2015 program was successful reporting a 17% increase in the number of paid internships for the summer of 2015 vs. the summer program for 2014 and also saw a 21% increase in the number of participating companies and non-profit organizations.

## Mayor's Interns Fellows Program - Historical Perspective

The MIFP was built and modeled after the highly prestigious White House Fellows Program. Like the White House Fellows Program, the Mayor's Intern program focuses on preparing motivated students to become the leaders of tomorrow. The overarching goals of the Intern Program 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 with their 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 are also equipped with the skills necessary to successfully transition from high school, into college and the workforce.



Dear Friends,

It is my pleasure to join you in celebrating the success of the Mayor's Fellows Interns Program (MIFP). Eight years ago, MIFP began with a vision of providing paid internships for Dallas high school students. In 2015, we have much to celebrate: 350 high school student interns employed by 218 companies and nonprofits. This summer marks the largest Mayor's Interns Fellows Program in its eight-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 post-secondary education -- all the things needed to become successful and productive members of our community.

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

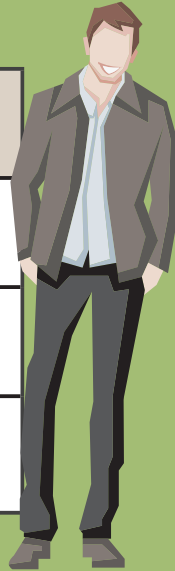
By now, most of you know how much I value education, not only as Mayor, but also as a parent and an engaged citizen deeply concerned about workforce development and economic growth. Over the past few years, I have worked with Education is Freedom (EIF), a non-profit, college and career readiness services organization, who 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 their 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 Internship Program has grown almost 600%, increasing the number of internships from 59 in 2011 to 350 in 2015, 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.

Most gratefully,

  
**Michael S. Rawlings**  
Mayor

# MIFP Overview



Year	2008	2009	2010	2011	2012**	2013	2014*	2015
# of Schools	4	4	16	19	35	36	39	40
Internship	84	87	110	59	173	235	300*	350
Participating Corporations & Non-Profits	46	45	58	38	120	165	180	218

\*The 2015 program added 20 new corporations to the MIFP.

\*\*Program expanded to include all public and charter high schools in the City of Dallas

\*\*During the 2015 program, MIFP received 1790 applications and 1075 scholars qualified for the program.

# Supervisor 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

**92%**

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

**91%**

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

## Professionalism

**85%**

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

## Foundation Skills

**91%**

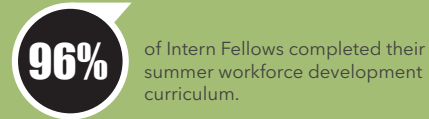
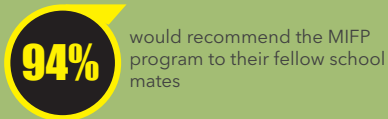
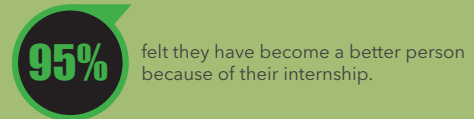
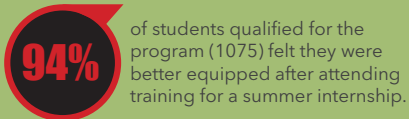
of employers rated their interns as demonstrating an adequate or high level of foundational skills.

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

# Intern (Participant) Survey Results



Participating interns also completed multiple surveys. Specifically, Intern Fellows were asked about how each component of the Intern Program impacted their on the job and future success. Below is a summary of the responses from the Intern Fellows



Mayor's Intern Fellows Program - 2015 The Year In Review



**SHELBY**  
**DeWever**

**Shelby DeWever**, A. Maceo Smith New Tech High School, Intern Fellow at The Real Estate Council: As a senior at A. Maceo Smith New Tech, Shelby had an incredible experience that he describes as being invaluable. He states, "I don't believe I could find the words (if I tried with all of my willpower) to say how much I have both enjoyed and valued this amazing adventure. I have been given the opportunity to meet some very amazing people". Shelby rotated through four companies as part of his internship at The Real Estate Council, spending two weeks at each site absorbing everything he could. He visited multiple construction sites, learned about Limited Liability Companies, attained information on how to form an entity and networked with a broad range of people within each company. Shelby visited a title company and recalls, "before I got there my initial reaction was 'What in the world is a title company?' and 'It sounds kind of boring'. However, when I got there I met some of the most openly supportive and smart individuals I had ever gotten the chance to meet!" Shelby worked with a real estate attorney, who, aside from just providing information about the company, also gave him some very valuable lessons about college and future life choices. Shelby aspires to major in architecture and is interested in attending University of Texas at Dallas or University of Texas at Arlington.



**GARYETTA**  
**Cooks**

**Garyetta Cooks**, Skyline High School, Intern Fellow at UT Southwestern Medical Center: When the option to participate in the Mayor's Intern Fellows Program was presented to Garyetta Cooks from her counselor, she had no idea what the process of getting a job consisted of. Garyetta states, "it was a challenging process." She recalls that her interview for the intern position at UT Southwestern was the longest interview she ever had. Although nervous, she felt she had done well, but still doubted whether she would get the job. Garyetta was ecstatic, when she received a job offer from UT Southwestern Medical Center. She shares, "I always wanted to work there since I was 8 years old." Her internship was nothing short of her expectations. Garyetta had the support of her supervisors, colleagues answered any questions she had and she was able to shadow physicians that were conducting research on Cancer. Garyetta shares, "this internships has allowed me to grow and mature in many ways. I have acquired many skills and valuable experiences, I have confidence when I am meeting new people and this internship has given me the realization that college, career, and life goals are attainable." Garyetta's goal is to become an epidemiologist who focuses on the scientific study of disease, disability, and trauma patterns. She is interested in attending the University of Houston.



**GABRIELA  
Roman**

**Gabriela Roman**, North Dallas High School, Intern Fellow at McKinney Avenue Transit Authority: Gabriela, a high-achieving senior at North Dallas High School, describes her internship as a “small ‘taste’ of what life will be like in the real world after college graduation.” She became interested in the Mayor’s Intern Fellows Program because she wanted to gain insight into the architecture field. Although she did not get an internship in an organization directly related to architecture, her summer experience at the McKinney Avenue Transit Authority was more than she expected. Her internship provided invaluable knowledge and skills that can be applied to a variety of occupations. She focused on developing her professionalism by always being courteous, helping with office management tasks and she always sought to be seen as a hard working individual. Based on her personal experience, she advises students to take advantage of any opportunity that presents itself. Gabriela is extremely appreciative of the internship she received and describes “I cannot explain in more words of how grateful and lucky I am to have been chosen to be an Intern Fellow. I really hope this program lasts a lifetime and other students get to experience all these opportunities that could help them in the future.” Gabriela is interested in majoring in architecture and attending Pratt Institute, University of California or Rice University.





*"The MIFP has given me an opportunity to find myself. Originally I only had a one track mindset about college in that I wanted to double major in aerospace engineering and nuclear sciences, but I still had a slight interest in civil engineering. Actually working at an architectural firm has shown me that I could see myself in this job for the rest of my life and never regret a single day of it."*

**Demond Potter**

Justin F. Kimball High School  
Intern Fellow at Michael Baker Jr.

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*"Working at the Salvation Army has changed my life this summer because it has given me a new experience. I have learned new social skills and how to interact with people. This experience has also giving me clarity on what I want to do in life. I have always had aspirations in the medical field. I have come to the conclusion that I would like to become a psychologist and open a non-profit organization concentrated in education. The MIFP has also opened doors for me and has allowed me to network with people. I am very honored to be a member and I recommend every high school student to participate."*

**Morghan Scott**

Uplift Hampton Preparatory,  
The Salvation Army

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*"We're excited about being a part of the Mayor's Intern Fellows Program. We look forward to a new crop of students every year. We hope to inspire these students to continue their studies and even come back and work with us someday."*

**Michael Zander**

ONCOR, Customer Operations

## MIFP Quotes

# 2015 MAYOR'S INTERN FELLOWS PROGRAM PARTNERS

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 Dallas Black Dance Theatre  
 Dallas Building Owners & Managers Association (BOMA Dallas)  
 Dallas Business Journal

Dallas Convention & Visitors Bureau  
 Dallas County Schools  
 Dallas Farmers Market  
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 Dallas Independent School District  
 Dallas Love Field  
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 Dallas Park and Recreation Department  
 Dallas Police Association  
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 Gardere Wynne Sewell LLP  
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 Girls Inc. of Metropolitan Dallas  
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 Greater Dallas Hispanic Chamber of Commerce  
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 Haynes and Boone, LLP  
 HDR, Inc.  
 Highland Capital Management  
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 Junior Players  
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 The Beck Group  
 The Concilio  
 The Cooper Institute  
 The Dallas Entrepreneur Center  
 The Family Place  
 The First Tee of Greater Dallas  
 The Old Red Museum of Dallas County History and Culture  
 The Pinnacle Group  
 The Real Estate Council  
 The Salvation Army DFW Metroplex Command  
 The Senior Source  
 Travis Wolf, LLP  
 Trinity River Mission (TRM)  
 Undermain Theatre  
 United Surgical Partners International  
 United Way of Metropolitan Dallas  
 University of North Texas System  
 University of Texas at Dallas  
 UNT Dallas  
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 UT Southwestern Medical Center & University Hospitals  
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 YWCA of Metropolitan Dallas



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