



Dear Friends,

Seven years ago the Mayor's Intern Fellows Program began with a vision of providing paid internships for Dallas high school students. In 2014, we have much to celebrate. This year, the Mayor's Intern Fellows Program (MIFP) employed 300 students and had 180 companies and nonprofits hosting interns making this year's internship program the largest to date.

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.

I thank 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 read 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 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 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 coordinators to work one on one with interns. I am thankful for their commitment and hard work.

As I look back on the program's progress during my tenure, I am proud to live in a city with a business community that recognizes the importance of engaging our youth. Since 2011, my first year in office, the Mayor's Internship Program has grown 400%, increasing the number of internships from 59 in 2011 to 300 in 2014, making this one of the largest city sponsored 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 unforgettable summer you afforded so many of our young citizens.

Most gratefully,

A handwritten signature in black ink, appearing to read "Michael S. Rawlings". The signature is fluid and cursive, written over a light blue background.

Michael S. Rawlings
Mayor



MAYOR'S INTERN FELLOWS PROGRAM

Internship • Community • Leadership • Empowerment

The 2014 Mayor's Intern Fellows Program report was created to inform stakeholders and document outcomes from the summer internship initiative.

Mayor's Intern Fellows Program, 2014 – Executive Summary

The Mayor's Intern Fellows Program (MIFP) is an eight-week paid summer internship program for high school students seeking to learn more about career tracks and employment opportunities in industries and companies that have attracted the students' interests. The 2014 program was successful reporting a 27% increase in the number of paid internships for the summer of 2014 vs. the summer program for 2013 and also saw an increase in the number of participating companies, nonprofit organizations and participating schools.

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 internship program are to link the ideals of college and career to real-life work experiences. 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, law, accounting, business and education. Recognizing that there are frequently more interested students than internship openings, the MIFP also makes it a priority to ensure that non-selected students are prepared just as the interns are trained. Thus, even students not placed in a summer internship through the MIFP, are still equipped with the skills necessary to successfully transition from high school, into college and the workforce.



MIFP Overview



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

*The 2014 program added 15 new corporations to the MIFP.

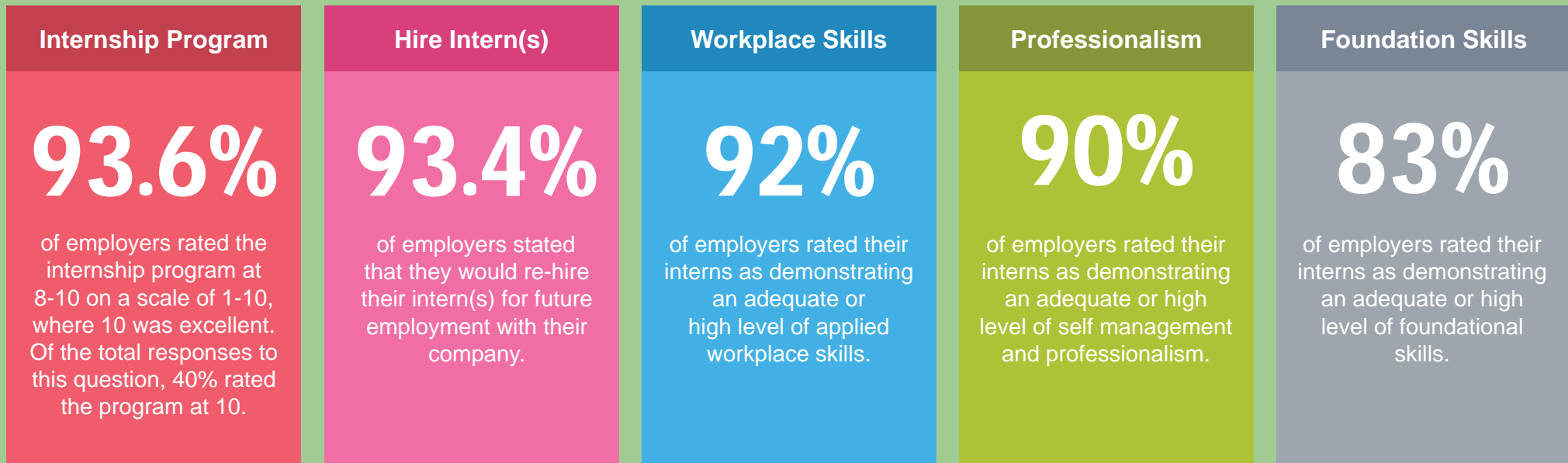
**Program expanded to include all public and charter high schools in the city of Dallas

**During the 2014 program, MIFP received 1780 applications and 980 scholars qualified for the program.

Mayor's Intern Fellows Program- 2014, the Year in Review

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.



In their feedback, Supervisors indicated that the areas where additional focus and skill is needed are research abilities, critical thinking/problem solving and written communication.

Intern (Participant) Survey Results



Participating interns also completed two surveys, one pre-internship and one post-internship survey. Specifically, interns were asked about what impact the skills training and / or on-the-job experience had on their internship. In response, 94% of the respondents stated that the intern

training sessions were very helpful and prepared them for their summer work experiences. Additionally, as compared with their pre-internship survey responses, in the post-internship survey the interns reported the following improvements in workplace behaviors.

+23

point increase in making every effort to get to know their co-workers.

+14

point increase in the number of interns reporting keeping a portfolio of their work and accomplishments.

+11

point increase in the number of interns reporting arriving a little early and leaving a little late each day.

+10

point increase in reportedly creating new and innovative solutions to old problems during their summer employment.

**Mayor's Intern Fellows Program
2014, the Year in Review**

Intern Fellows Profiles

To bring the Mayor's Internship Program to life, we are sharing the profiles of several participating students and one corporate partner. Each student profile story tells of a unique aspect of an intern's life and shares highlights from their internship experience. For the corporate sponsor, we get an inside perspective from one of the internship program's best and most prolific partners.



ANTHONY
Williams

Student Profile: Anthony Williams – This summer, Anthony Williams worked at Orix USA. He was both thrilled and surprised that he was actually selected for the internship that was a perfect match to his stated career interests. During the internship, he was a part of the internal audit department where he helped record journal entries, organize spreadsheets and put together databases, among other tasks.

His colleagues coached and encouraged him along the way. Anthony was also pleased that he was treated as an equal member of the team and was trusted with many critical tasks. His biggest highlight of the summer was that after only a few weeks, Anthony's manager and co-workers were telling him that they appreciated him helping them out, for doing everything in a timely manner and complimented him because he worked better and contributed more than previous employees from past years. That email message showed him how important he was in the department despite being the youngest person and still a high school student.

Surprisingly, on the last week of the internship, Anthony was offered a part-time position as an employee in his manager's department. Of course, Anthony accepted the position because he loved the working environment and it provided valuable insight on the work-world and gave him first-hand knowledge and experience with the type of work he plans to do in the accounting field.



**MELISSA
Chavez**

Student Profile: Melissa Chavez –

A student at New Tech High School, Melissa is part of the first senior class at this campus and a second time MIFP intern. Melissa describes this second internship in her own words as “another unforgettable experience”. Not only did she excel in everything she was asked to do at Mi Escuelita, a preschool that teaches English to children from all cultures and prepares them for academic success, she also gained valuable skills that can easily be transferred and leveraged toward the accomplishment of whatever career path she chooses. During her assignment, Melissa was assigned to work with the Associate Director of Development. In her role, Melissa completed administrative tasks and took charge of several critical projects at the same time. Among her accomplishments were the redesign of the organization’s website and updating their primary database.

Melissa has not yet settled on her exact course of study during college, but she has many interests at this point. She is sure that she wants to attend a prestigious institution such as SMU, UT Austin or Texas A&M in College Station. In addition to her specific project successes, she also improved her time management skills and reported feeling much more disciplined toward the end of the internship. She contributes her success to adjusting her schedule to catch the DART each morning to get to work on time and had to juggling her work assignments to assure that deadline were met on her projects.

Melissa clearly is the definition of a well-rounded student. She does well in her classes and extra-curricular activities, but also shines on the job.

Student Profile: Charmiesha Kidd – During the summer Charmiesha Kidd a student from Kimball High School worked an internship at Deloitte. In her words, “she had a wonderful experience and loved everything about it.” Of course as an average intern you would be required to answer phones and copy paperwork and even though she was required to do these tasks, she was also given a chance to participate in an abundance of other tasks.

When Charmiesha started, it was the typical trainings for the first three or four days. Following that she had the chance to help other employees with “hoteling”, which is normally reserved for a restricted group of people and rarely an intern. She also had the opportunity to work on preparing invoices for services rendered to Deloitte clients. Initially, Charmiesha was surprised that they’d have an intern doing something so important, but it all turned out well. Her co-workers at Deloitte were extremely nice and welcoming and willingly accepted her. Charmiesha stated that if she had the opportunity to do it all again she most certainly would.



**CHARMIESHA
Kidd**

Student Profile: Richy Tovar – A senior at Uplift Peak Preparatory High School, Richy Tovar, interned at Junior Achievement and describes his experience as exciting offering a new challenge each and every day. He especially enjoyed the hands on learning experiences and offered that he enjoyed the internship so much that it was always difficult to leave the office.

During the summer Richy collaborated with a co-worker and the two of them had full control and responsibility of planning an annual company event. Together they developed ideas for the event's theme, the refreshments and the communications plan. The fact that the assignment was critical to the business gave Richy a real sense of accomplishment.

Before the internship, Richy describes his knowledge about business and entrepreneurship as minimal. However, his Junior Achievement experience taught him the importance of Microsoft Office which he jokingly refers to as a business man's best friend and even more importantly; he learned the value of effective communication. Beyond having his eyes opened to a new potential career path in business, Richy made great contacts over the summer and he has big plans to stay in touch for ongoing mentoring, guidance, friendship and maybe even employment somewhere down the road.

After high school graduation, Richy plans to attend John Hopkins University fulfilling his dream to attend a prestigious school. He is looking forward to the rigors of the education, the diversity too and plans to pursue a career as a physical therapist. Though the experience at Junior Achievement is not directly related to his career ambitions, he is confident that the skills he learned during his internship will help him get through college and to aim high once he is employed full time.

Richy offered a few final thoughts to students contemplating participating in the program in the coming years. First he highly recommends the Dallas Mayor's Internship Program not only to his peers, but to the entire student population in the city of Dallas, describing it as a life-changing opportunity. Richy goes on speaking about the MIFP making this statement in his own words, "please know that you are in for a ride of your life, a ride that you will cherish and never forget."



**RICHY
Tovar**



UT Southwestern hosted 39 summer interns

In the 2014 MIFP, UT Southwestern hosted 39 summer interns in various departments, the single largest number of interns placed at any single organization in Dallas this year. The education advisor to this large group of students had this to say to her cadre of interns.

Additionally, Education is Freedom also had the chance to talk to a representative from the community recruitment department at UT Southwestern who provided the following quote with feedback on her organization's participation in the program.



Rebecca Burns
Higher Education Advisor, Education is Freedom
MIFP Intern Coordinator

"I've enjoyed working with you all this past summer. Remember to work hard if you want to get far in life. There are no shortcuts to success, only trial and error. If you really want to get something done, you'll find a way or make one. If you don't, you'll find an excuse."



Charlotte Williams, M.S.
Manager, Community Recruitment Initiatives

"We had another fantastic group of interns this year. Thirty-nine high school interns were chosen to work at UT Southwestern Medical Center from the Mayor's summer internship program. The practical learning and experiential knowledge that they gained was truly invaluable. I believe youth employment will continue to stabilize our diverse community as we support the next generation of future leaders."

2014 MAYOR'S INTERN FELLOWS PROGRAM PARTNERS

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JDRF
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 McKinney Avenue Transit Authority
 McKool Smith
 Methodist Health System (MDMC)
 Mi Escuelita Preschool
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