

# SUMMER YOUTH INTERNSHIPS

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# OBJECTIVES

Background + Context

Overview of Existing Internships

Youth Recreation Leaders at SeaTac

Additional Assessment

Identified Challenges

Staffing Recommendation

Next Steps



# BACKGROUND AND CONTEXT

**February 2022:** CRF Submitted - Potential paid internship program through SeaTac.

**July 2022:** Initial Response - Program assigned to recreation + general overview.

**January 2023:** Staff Exploration - Need for additional staff + determining funding opportunities.

**April 2023:** Staff Update - Tye internship program update (5 students) + weighing options to continue program.

**November 2023:** Staff Update –Staff began initial market analysis + exploration of program viability.



# EXISTING INTERNSHIPS WITHIN HIGHLINE PUBLIC SCHOOLS

## Highline Public Schools

### 9th Graders

- Career Choices Class

### 10th Graders

- Career Exploration Field Trip
  - SeaTac Businesses include Double Tree and Port of Seattle

### 11th Graders

- FutureU
  - College and Career Exploration at Green River College

### 10th-12th Graders

- Internships – 50 spots available (HPS total)
  - February – May
  - 90 hours
  - \$500 Stipend



# ADDITIONAL INTERNSHIP OPPORTUNITIES

TEEN INTERNSHIPS IN THE SURROUNDING AREA			
City or Org	Teens Employed	SeaTac Residents	Notes
ANEW	69	6	Funded by Human Services - 2023 report
Partners in Employment (PIE)	44	44	Funded by Human Services - 2023 report
Matt Griffin YMCA	1	0	Last year's intern lived in Seattle, 0 this year
Highline Public Schools (HPS)	50	7	Karly Feria (C&C at Tyee) recruits Tyee students
City of Burien	5	0	Hired as Recreation Leader 1's



# PARKS AND RECREATION SEASONAL TEEN STAFF



# JOB DUTIES OF SEATAC RECREATION LEADERS

## **Recreation Leader 1 (\$16.85-\$19.49)**

- Minimum age 16 years old
- Assist the Recreation Leader 2's
- Gather the arts and crafts supplies for the groups
- Meet participants at bus and bring into building
- Get snack ready for program
- Trained by Nutrition Services to track the distribution of snacks or lunch for summer camp
- Check participants into the program and sign them into daily logbook for parents sign out

## **Recreation Leader 2 (\$20.46-\$25.48)**

- Minimum age 18 years old
- Plan activities for participants in gym, outdoor and crafts
- Lead groups of no more than 15 participants in group games, outdoor play, and arts and crafts
- Help participants with homework
- Supervise field trips off site and on bus
- Assist with Learn to Swim Program, drive participants to and from YMCA
- Open and close the building
- Speak to families when needed regarding behavior
- Represent city at school events

# RECREATION LEADER 1 BENEFITS

## Recreation Leader 1

- Provides an opportunity for learning on the job
- Assists with life skills
- Provides mentee/ mentor opportunities
- Built in promotional opportunities when they turn 18



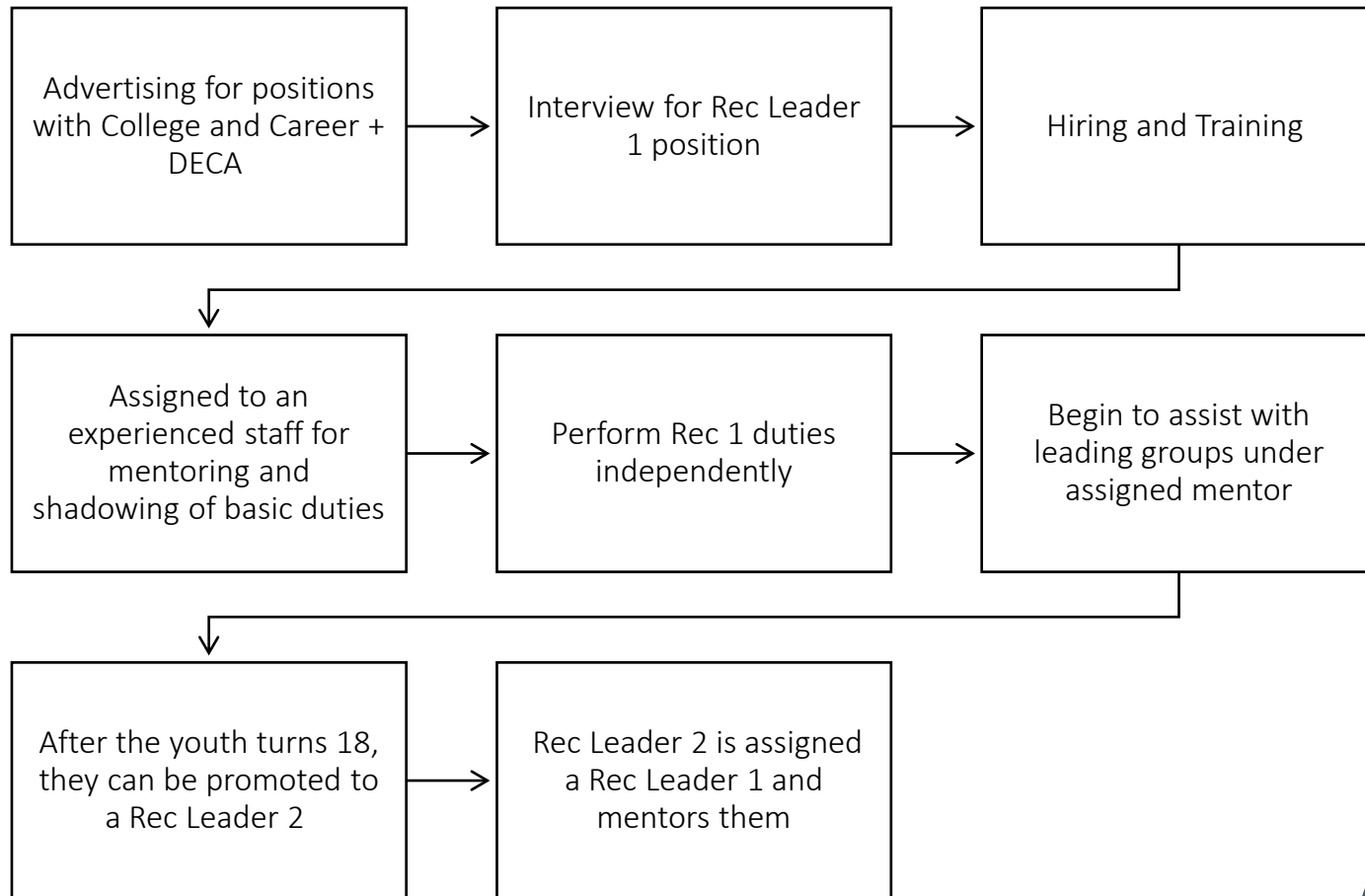


# CITY OF SEATAC TEEN POSITIONS

<b>CURRENT TEEN POSITIONS</b>			
<b>City</b>	<b>Teens Employed</b>	<b>SeaTac Residents</b>	<b>Notes</b>
City of SeaTac	14	9	Teens employed in our seasonal Recreation Leader positions



# SEATAC APPROACH



# ADDITIONAL CONSIDERATIONS

- Is there a current gap?
- How many youth would be interested in taking advantage of the opportunity?
- How do we measure success?
- Are there other opportunities to partner, in terms of hosting youth from an already existing organization?



# IDENTIFIED CHALLENGES

- Staffing
- Stipend
- Regular contact with a care giver and commitment from the family
- Expectations at the end of the internship regarding job placement with the City
- Mentor Training
- Transportation



# STAFF RECOMMENDATION

Benefits of current operations to the youth outweigh those of a paid internship.

## Recreation Leader 1

- Paid Positions (\$16.85 - \$19.49/ hour) + COLA
- Ability to retain employment and earnings
- Promotional opportunity available
- Current staffing supports the structure
- On- going mentorship and on the job training

## Internships with stipend of \$500

- Stipend (\$5.55/ hour)
- Ends after 90 hours of service (HPS)
- Stipends are taxed after receipt of funds
- Additional staffing supports necessary



# Questions?

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