



YOUNG TRAINING PROVIDER

CREATING IT FUTURES
FOUNDATION

PROGRAM OVERVIEW

Through a partnership of CompTIA's Creating IT Futures Foundation, the Chicago Public Schools Early College STEM Schools (ECSS), and 33 employer partners, the 4 P's of Internships provided meaningful, skills-focused internships for Chicago high school students. The 4 P's of Internships offers alternative internship models to reduce the burden on employers who may be interested in hosting an intern but may not be able provide all the elements for a valuable internship: a project that is valuable to both employers and students, personnel support and supervision, a place to work, and payment.

COMPTIA'S CREATING IT FUTURES FOUNDATION

The Creating IT Futures Foundation is the philanthropic arm of CompTIA, the world's largest IT industry association. The Chicago-based nonprofit, operating since 1998, helps create opportunities for people such as women and ethnic minorities

who have been traditionally underrepresented in the information technology workforce. In addition to internships, they partner with the Chicago ECSS schools and the Creating IT Futures Foundation to offer free education, training, and career placement services through a program called IT-Ready. In addition they work with the Illinois One-Stop Career Centers to offer comprehensive IT career services and support the IT Learning Exchange, an online public/private network that shares resources and information about IT learning and job opportunities with high school and community college students.

TRAINING PROGRAM

The Creating IT Futures Foundation has taken a unique approach to internships by leveraging the assets of its various partners to provide all the four P's of a successful internship. With local businesses experiencing a significant IT skills gap, it is critical to create awareness about IT occupations and provide training opportunities to local youth.

The 4 P's refer to:

- a **Project** that's both challenging and valued,
- a **Place** for the student to work,
- the **Personnel** who will care about and supervise the intern, and
- **Payment**, preferably in monetary value, to the students for their work.

SUCCESS STORY

DAMIAN MEDINA

Lake View High School student Damian Medina has studied computer science since his freshman year. The summer before his senior year, Damian had the opportunity to participate in an internship through the Creating IT Futures Foundation model.

Damian spent his summer as one of five students tasked with redesigning a website for the Chicagoland Workforce Funder Alliance. He and his fellow interns led client meetings with

the executive director, designed page layouts, and developed video content for the website.

Damian recently was recognized for winning an app-creating challenge for the 5th Congressional District of Illinois. The app, called "My Vote," provides resources for the 2016 election, including primary election forecasts and other information. Damian intends to major in computer science in college next year.

TRAINING PROGRAM (CONT.)

Because not all businesses can provide all four components of a quality internship, the program supports several innovative models:

TRADITIONAL MODEL Employers provide all 4 P's of the internship at their workplace.

SHARE MANAGED MODEL The internship is held virtually in cooperation with the employer's remote offices. In most internships, the project and/or supervision can be done virtually.

PARTNER MODEL Some large corporations can't supervise an intern on location, but can coordinate with their local partners to offer student internships. The sponsor helps to fund the internship, but a local partner manages daily oversight.

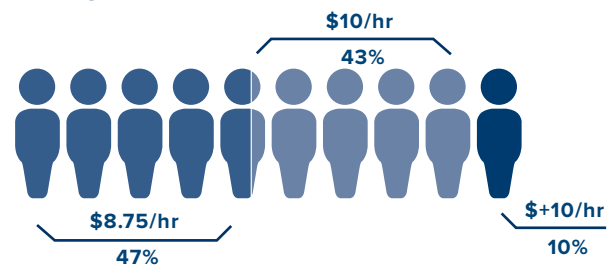
CONSULTANT MODEL Smaller businesses may not have enough room or workload for an intern, but can aggregate their projects with other small businesses through a school/district or other organization like a chamber of commerce. The school can host and supervise the interns while they work on projects like an outside consultant.

Chicago's five STEM schools (Chicago Vocational Career Academy, Corliss High School, Lake View High School, Michael Clark High School, and Sarah E. Goode STEM Academy) allow students to graduate with both a high school diploma and an associate's degree. The internship program connects the learning from the classroom to the real-world experience of the workplace while providing employers with a pipeline of workers in an industry struggling to find qualified workers.

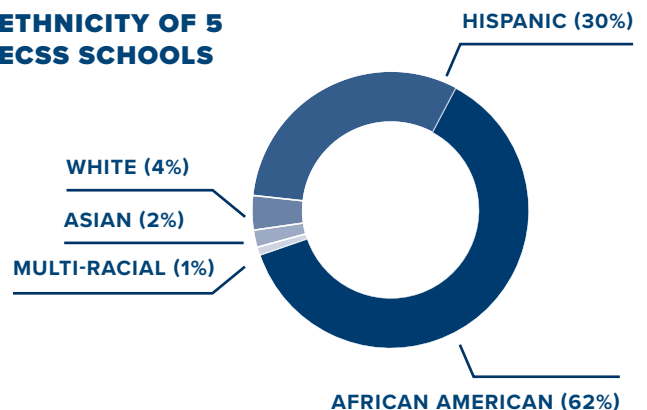
PROGRAM RESULTS

90 students from five ECSS Schools participated in the internships. 85 percent of the internships were tech-based with 29 opportunities in web development, 16 in technical support, 15 in technical consulting, and the remaining in help desk, networking, or break/fix.

PARTICIPANT PAY



ETHNICITY OF 5 ECSS SCHOOLS



EMPLOYER FEEDBACK

"We've had some managers tell us that their high school interns were more ready to work than college students. Their eagerness and readiness just shows through, and they didn't take the experience for granted. The long-term incentive is that you're building a pipeline for your company. And at the end of the internship, these students can see themselves in the IT workforce. Your workforce."

— Charlotte Johnson, IBM's Education Program Manager

