Global Internship Program for Unemployed Youth

Midterm Evaluation Snapshot | February 2017

Supported by the Alcoa Foundation and the Arconic Foundation and overseen by the Institute of International Education (IIE), the Global Internship Program for Unemployed Youth provides workforce training, career development, and paid internships to youth with the goal of increasing their employability in the manufacturing sector. The program is implemented by five local nonprofit partners in Australia, France, the United Kingdom, and the United States.

The findings shared in this infographic are based on survey responses from 41 program participants; survey responses from 22 representatives of companies that hosted interns; and interviews with all five nonprofit partners implementing the program. Data was collected between July and October 2016 by IIE.

Program Outcomes

Satisfaction

**PARTICIPANTS**

100% were satisfied with nonprofit partners.

90% were satisfied with the companies where they did their internship.

**COMPANIES**

95% were satisfied with nonprofit partners.

100% were satisfied with their interns.

Employment

Eighteen survey respondents who completed the program are employed, and most are employed at the company where they conducted their internship.

**EMPLOYMENT STATUS OF PARTICIPANTS WHO COMPLETED PROGRAM**

| Employed at internship company | Employed at another company | Not employed, looking for work | Other*
|--------------------------------|-----------------------------|-------------------------------|-------
| 12 participants                | 6                           | 7                             | 3     |

Workforce Readiness Training

86% of participants felt prepared to perform the internship tasks required of them.

95% of companies felt interns were prepared to perform the internship tasks required of them.

**PARTICIPANTS INCREASED THEIR KNOWLEDGE OR ABILITY TO...**

- 95% Follow instructions and complete tasks assigned to them
- 95% Work effectively in a team or group
- 95% Adapt to new circumstances and challenges at work
- 95% Listen and learn from feedback
- 93% Meet deadlines

90% of program participants feel they have gained the job-specific skills necessary to succeed in the workplace.

“I have developed my skills and knowledge as well as gaining work experience in a manufacturing company. Having the chance to do an internship with the company gave me the chance to show them what I had to offer, [and] the company has now offered me a contract so I am no longer unemployed.”

“We are a rapidly expanding company and require a skilled workforce, [the nonprofit partner] provided us with a young man who is extremely competent and hard working to add to our workforce. We would like to take on additional interns in the future so we can expand.”

* The three program alumni who were not looking for work were: (1) waiting to be notified of the start date for a job they were accepted for; (2) participating in an apprenticeship; and (3) unable to work for medical reasons.
Program Impacts

Participants

**INCREASED CONFIDENCE**

90% of program participants feel more confident in their abilities.

"[The program] has helped me build confidence, communication skills and new skills that I didn’t have before."

**TOP AREAS OF SKILL IMPROVEMENT**

- Time management: 93%
- Workplace etiquette: 90%
- Punctuality: 85%
- Receiving feedback: 85%

**PROFESSIONAL SATISFACTION**

Participants expressed pride and satisfaction in contributing to a larger project, learning a new skill, or collaborating with colleagues.

"[It was rewarding to help] my fellow co-workers when needed and [build] bonds with them."

"Packaging the goods ready to be shipped out is rewarding knowing that the end product is ready for the customer."

**Participant Demographics**

The 41 program participants that responded to the survey come from a wide range of backgrounds and have a diverse set of career development needs.

- Were unemployed in the year before the program: 71%
- 88% are between 18 and 25 years old.

**EDUCATIONAL ATTAINMENT**

- College degree: 20%
- Some college but no degree: 32%
- High school degree (or equiv.): 17%
- Some high school: 17%
- Vocational degree/other: 15%

**Companies**

100% would host interns again in the future.

**BENEFITS OF HOSTING INTERNS**

- Giving back to the community: 82%
- Test-driving potential employees: 77%
- Contributing to economic development: 71%

**TOP CONSIDERATIONS FOR HOSTING FUTURE INTERNS**

- Interns with training: 65%
- Intern time and availability: 47%
- Simple selection process: 41%
- Low-cost labor: 12%

**Nonprofits**

**INCREASED RECOGNITION AND FINANCIAL LEVERAGE**

"[The program has] raised [our] profile locally [...]. Because we’re getting so many young people into employment, the council is becoming more supportive [of] us as well, and there’s additional funding that’s coming [...]."

**Company Demographics**

The companies that responded to the survey include automobile manufacturing companies, wastewater treatment plants, and even a healthcare provider.

- The number of interns hosted by companies as of August 2016.*: 69
- 46% of companies also hosted Global Internship Program participants in Phase I.

**COMPANY SIZE**

- Less than 50 employees: 9
- 50 to 299: 5
- 300 to 999: 4
- 1,000 or more: 4

* According to program data.