

SUMMER INTERNSHIPS

2019

IGNITE SCHOOL COORDINATOR MANUAL

United Way of Southwest Virginia
Ignite Program



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Program Forms, *not attached*

A NOTE TO IGNITE SCHOOL COORDINATORS

As the Ignite School Coordinator, you are joining an elite group of educators across the region who are working together to assist students in becoming more aware of and better prepared for their future careers.

You are the gateway between your school's students and the internship opportunities in your region through United Way of Southwest Virginia's Ignite Program. Your help in recruiting and assisting students throughout their application is invaluable. Working with students as they apply and coaching them before they begin their internship will help them learn soft skills and influence habits they will carry with them throughout their careers. United Way of Southwest Virginia's Ignite Program provides our region's high school students with summer work experience designed to help students gain career awareness and practical soft skills.

This Ignite School Coordinator Manual, along with United Way of Southwest Virginia staff support, will serve as a go-to resource for you through the end of the school year to help your students get involved with potential internships. Your investment in our region is helping to prepare the next generation of Southwest Virginia's workforce.

Thank you for your support!



Travis Staton
United Way of Southwest Virginia
CEO and President

ABOUT UNITED WAY OF SOUTHWEST VIRGINIA

United Way of Southwest Virginia fights for the health, education and financial stability of every person in Southwest Virginia because they are the building blocks for a good quality of life.

Through an initiative-based cradle-to-career approach, United Way of Southwest Virginia is creating sustainable solutions to address the challenges facing tomorrow's workforce. United Way convenes cross-sector partners to make an impact on the most complex problems in our region. Through collaboration with government, business, nonprofit and individuals, United Way innovates for positive, lasting social change. With a footprint that covers nearly 19% of the state of Virginia, United Way of Southwest Virginia programs and initiatives serve the counties of Bland, Buchanan, Carroll, Dickenson, Floyd, Giles, Grayson, Lee, Montgomery, Pulaski, Russell, Scott, Smyth, Tazewell, Washington, Wise, and Wythe, and the cities of Bristol, Galax, Norton, and Radford.

For more information about United Way of Southwest Virginia, visit www.unitedwayswva.org.

ABOUT IGNITE

Young adolescence is a time of intense identity formation, and high school students are discovering who they are and finding their place in the world. Recent studies have shown that engagement begins to drop in 6th, 7th, and 8th grade, and that as many as 60% of students are “chronically disengaged” by the time they enter high school. Developing ways to introduce students as early as 6th grade to career options and opportunities so they understand the relevance of what they are learning and stay on track, with a goal in mind, is absolutely critical.

Ignite aims to address these issues starting in middle school all the way through high school graduation, creating connections that keep students engaged in learning, inspiring them to take rigorous courses and build relationships with employers, and increasing the likelihood that they will be interested in and prepared for post-secondary education, advanced vocational training, and/or excelling in the workforce.

United Way of Southwest Virginia's Ignite Program sparks career interest in the next generation of Southwest Virginia's workforce through career awareness and hands-on learning. These summer internships are one component of Ignite that will help bridge the gap between the worlds of learning and work by connecting schools and students with employers and employees. Across United Way of Southwest Virginia's service area, the Ignite Program is investing in the lives of over 29,000 students – enabling middle school and high school students to realize their potential and be ready to enter and advance in the region's workforce.

More information about the Ignite program can be found online at [**www.unitedwayswva.org/ignite**](http://www.unitedwayswva.org/ignite).

YOUR ROLE

THE IGNITE SCHOOL COORDINATOR (ISC)

The school partners of United Way of Southwest Virginia's Ignite Program agree to identify one person at each school to participate as the Ignite School Coordinator (ISC). They are responsible for coordinating the implementation of the overall program components and activities, now including Ignite's internships this summer. They must maintain contact with United Way of Southwest Virginia and create strong career awareness and development plans with students and teachers.

Ignite School Coordinators must be employees of the school division (often a guidance counselor), familiar with credential attainment for their school, and must be able to access student records for management of credential attainment and internship match opportunities.

If you are reading this manual and you are **not** already the Ignite School Coordinator at your school, you can go to www.unitedwayswva.org/ignite-internships to find your school's Ignite School Coordinator and see a complete list of Ignite School Coordinators in the region.

Ignite School Coordinators are expected to facilitate student participation in Ignite's internships this summer of 2019. This includes recruitment, assistance with interviews, knowledge of Major Clarity software and requirements, and follow up with United Way of Southwest Virginia.

Important Note:

Internships this summer will take place June 1-July 31, 2019 however, Ignite School Coordinators will not be asked or obligated to report or communicate with United Way of Southwest Virginia after their academic school year ends.

RECRUITING STUDENTS

No one knows the students at your school better than those who see them on a daily basis!

As the Ignite School Coordinator, you are the one who knows most about Major Clarity, Skills to Pay the Bills, and all other reporting and Ignite programming. If you are an Ignite School Coordinator who is a teacher, or you hold any other position besides a school guidance counselor, United Way of Southwest Virginia asks that you keep lines of communication open and active between yourself and the guidance office in order for successful summer internship recruitment.

In order for the program to be a success, a certain amount of advertising and recruiting must be done on your part.

United Way of Southwest Virginia will have several flyers and posters to hang up and pass out, an overall program description, and even manuals like this one will be available for print or download online at www.unitedwayswva.org/ignite-internships.

ELIGIBILITY REQUIREMENTS

- ☑ Is the student in 11th or 12th grade?
- ☑ Is the student 16 years of age or older?
- ☑ Do they have reliable transportation?
- ☑ Are they eligible to work in the united states?
- ☑ Are they available for four consecutive weeks of work between June 1-July 31, 2019?



If the student fits these requirements, they are eligible!

MAJORCLARITY

THE MAJORCLARITY SOFTWARE

Your school has access to a career readiness website called, MajorClarity. If you are not already using it, your Ignite School Coordinator can help you log into your account.

Important Note: For student safety, United Way and MajorClarity have worked hard to create a safe and convenient portal to ensure a streamlined and secure application process.

We advise that students not contact employers outside of MajorClarity, please encourage contact with employers through MajorClarity only up until the interview.

MajorClarity
Discover your passions.

SIGN IN

Email

Password

[Sign in](#) or [Sign in with Clever](#)

[Sign up](#)
[Forgot your password?](#)

RESUME AND COVER LETTER

Ignite's summer internships will be a first chance for many high school students to get real work experience. Many students will be including...

various activities and clubs
volunteer experience
credentials they have earned
classes they have taken

...instead of referencing past employers on their resume, telling the story of what they've been up to at school and in their community!

When a student first applies for an internship, **MajorClarity's software will remove all personal identifying information from the student's resume and cover letter.** It won't be until after the student accepts an interview and the Internship Interest Form (**See Program Forms**) is turned in for employer to see that information.

See MajorClarity Curriculum Packet, Lesson 9, for more specific information on filling out the resume and cover letter.

MAJOR CLARITY REQUIREMENTS

- ✔ Student has an active MajorClarity Profile
- ✔ Student has their Academic Pathway as up to date as possible

- ✔ Student has taken the Personality Assessment
- ✔ Student has taking the Learning Styles Assessment

- ✔ Student has explored at least 3 Career Paths
- ✔ Student has watched at least 1 video in a Career Path explored
- ✔ Student has done at least 1 activity in a Career Path explored

- ✔ Student has filled out a MajorClarity Resume and Cover Letter
- ✔ Student has filled out their MajorClarity Career Plan

- ✔ Student knows how to explore internships through MajorClarity and is aware of how to apply for an internship this summer



Once completed, student should start applying for internships!

FINAL COORDINATOR CHECKLIST

Pre-Application:

- ☑ Coordinator has helped recruit and advertise the summer internships. (See Page 10)
- ☑ All Eligibility Requirements met for student(s) interested. (See Page 11)
- ☑ All MajorClarity Requirements completed, including Resume and Cover Letter for student(s) interested. (See Page 14)
- ☑ Internship Interest Sheet is signed by you, student, and parent/guardian **AND** uploaded to MajorClarity. (**See Program Forms**)
- ☑ Student has turned in **AND** uploaded to MajorClarity **two** Letter of Recommendation forms filled out by teachers. (**See Program Forms**)

If Student gets an Internship:

- ☑ Internship Commitment Contract signed by you, student, and parent/guardian **AND** uploaded to MajorClarity. (**See Program Forms**)

SUMMER INTERNSHIPS

INTERNSHIP REQUIREMENTS

United Way of Southwest Virginia's Ignite Program provides our region's high school students with a four-week summer internship component designed to teach critical workplace skills and prepare students for the workplace through hands-on work experience. Internships bridge the gap between the worlds of learning and work by connecting students and schools with employees and employers.

Length of Internship

The internship this summer should take approximately four (4) consecutive weeks to complete. United Way of Southwest Virginia recommends about 16-20 hours of work per week, depending on the employer's preference and agreed upon by the intern.

Summer internships will need to take place between **June 1- July 31, 2019**.

Payroll & Timesheets

Each student will be paid \$7.25 an hour minimum for their work and participation in a summer internship. Payroll information, timesheet requirements, and other information concerning payment will be between the student and the employer. If there are any issues in payroll procedure, United Way of Southwest Virginia must be alerted.

Work Schedule

Each student who participates in an internship this summer will need to complete a total of 88 program hours. Each student's work schedule will look different. It is up to the employer and the student to come up with a schedule that works for them.

Team Presentation

At the end of the internships this summer, all student interns will participate in a team presentation about their work experience. At this time, all student interns will be recognized for their work by United Way of Southwest Virginia.

Pre-Employment Training

The student intern will need to participate in United Way of Southwest Virginia's Pre-Employment Training. This training will count towards the student's total amount of 88 hours worked.

Absences

Employers will discuss their own protocol when it comes to what absences count as excused or unexcused. Interns will not be paid for the hours they miss for an absence. However, students are encouraged to work with their Ignite Internship Mentor to make-up their hours missed. **Students must complete a total of 88 hours**, which includes their Pre-Employment Training.

Communication for an absence must be done through a phone call directly to their Ignite Internship Mentor. If a student notifies their mentor that they will be coming in late or notifies him/her that they they cannot come in at all, they must call at least an hour before their original start time. Students may not alert their mentor of an absence or a late arrival through email, text, or social media.

WORKPLACE READINESS

STUDENT EXPECTATIONS

Develop Successful Soft Skills

“Soft” or applied skills, such as teamwork, decision-making, and communication, are skills that help young people preparing to enter the workforce become effective employees and managers. Developing students' soft skills is critical to their ability to contribute to a strong and vibrant workforce.

Appropriate Dress

Each student intern must communicate with their Ignite Internship Mentor on what is appropriate dress for their workplace. Each employer will have different requirements when it comes to dress.

Email and Social Media

Student interns should use their school email and primary phone number to contact their Ignite Internship Mentor. Using a school email is important to keep all items consistent and aligned with their MajorClarity account.

FOR STUDENTS TO KNOW

Student Safety

Your safety is what is most important.

Safety training will be a part of Pre-Employment Training. If you should ever feel unsafe, harassed, or discriminated against at the work site you should leave and immediately contact both your direct supervisor/Ignite Internship Mentor and United Way staff with any concern you may have.

Confidentiality

It is important to be aware that everything you see, help create, or share in conversation at your workplace during the internship, stay strictly between you and your workplace. Do not share the information and work of others by mouth, text, or social media.

Unacceptable Behavior

You are going to be held responsible for reading and understanding all materials in this manual. If you fail to meet the guidelines in this manual, you will receive one strike by your Ignite Internship Mentor. If you receive three strikes, you will no longer be able to participate in the program.

YOU WILL BE IMMEDIATELY TERMINATED FROM EMPLOYMENT IF...

- ...you are under the influence of illegal drugs or alcohol
- ...you use tobacco products on your organization's property
- ...you participate in a fight on your organization's property
- ...you ruin, vandalize, or destroy any of your organization's property
- ...you possess firearms, explosives, weapons, or any other hazardous material on your organization's property
- ...you lie or fail to report properly to your Ignite Mentor or on your weekly log
- ...you use your cell phone excessively or do not follow your organization's cell phone policy

CONTACT INFORMATION

Your Ignite School Coordinator (ISC)

Unsure of who the Ignite School Coordinator (ISC) is at your school? See this link to find out who it is, and how to best get in touch with them!

www.unitedwayswva.org/ignite-internships

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