

State Government Student Internship Stipend Program

HRMS
January 15, 2021

The North Dakota State Government Student Internship Stipend Program continues to provide many benefits to students and state agencies. Here are what students are saying about the internship stipend program:

- *I gained in-depth knowledge and insight into horse racing as a sport. From working firsthand with the stewards, veterinarians, trainers, and an investigator, I was able to develop a very wide array of experiences and understanding into how this sport operates and why it is regulated the way it is.*
- *Not only did my internship job duties apply to my college course work but I was also able to learn new aspects of state government I was not expecting.*
- *I have always learned best by being able to apply the concepts and information I have learned throughout college. This internship has given me the hands-on experience I needed to really connect my college coursework and experience together. This experience will be extremely beneficial as I seek full-time employment.*

Since July 1, 2009, HRMS has received general fund authority for the internship program with the exception of the 2017-2019 biennium as the program wasn't funded for that biennium. For the 2019 – 2021 biennium, HRMS received \$250,000 in general fund authority. As of December 2020, \$83,238.46 was used for 20 internship opportunities across 9 agencies. The following are comments from state agencies:

- *We are grateful for the opportunity to engage with university students through this program. We learn from them and hopefully they move on with enhanced career skills and exposure to careers they may consider in the future.*
- *Thank you for supporting a great program. This is super helpful for recruiting great talent to our team!*
- *Both of our interns showed great interest in the program and I believe will be good ambassadors for ND Internship program at their respective universities. One of our interns expressed interest in being on the racing commission and I believe she would be an asset to the department. I believe this program was a great success for the NDRC.*

Transition to Full-Time/Regular Status

Of the 20 internships funded from July 1, 2019 to December 2020, 25% (5) of the interns have transitioned into full-time positions. We will continue to review as internships are completed this spring semester and students graduate to determine if they transition into full-time, regular positions. These 5 positions include an Auditor position with the Auditor's Office, a Unit Program Coordinator position with DHS, a Correctional Officer position with DOCR, a Human Relations Counselor position with DOCR, and a Director of Scheduling and Executive Assistant position with the Governor's Office.

Colleges/Universities

The majority of our talented interns come from the North Dakota University System and other institutions within North Dakota.

College/University	# of Interns
Bellevue University	1
Carnegie Mellon University	1
Columbia University	1
Dickinson State University	3
Florida State University	1
Mayville State University	1
North Dakota State University	4
University of Mary	5
University of North Dakota	3

Estimated Funds to be used from January 1, 2021 – June 30, 2021

As of January 15, 2021, approximately \$48,000 has been requested from agencies to be utilized from January 1, 2021 to June 30, 2021; once the interns are hired, the funds will be transferred. Agencies are currently recruiting for the intern positions. We may still have additional agencies request funds for the January to June 2021 timeframe.

COVID-19 Implications

COVID-19 played a role in the decrease in the number of internships that were funded. Last spring, agencies requested 13 more internships than were funded, however many of those internships were cancelled due to COVID-19 implications. This equates to approximately \$43,000 in fund allocations that were not utilized as intern positions were cancelled. Additionally, there may have been more internships that were not requested as agencies were dealing with COVID-19 implications and chose not to submit internship work plans.

Agency Allocations from July 1, 2019 to December 31, 2020

Agency	# of Internships	Total Funds Allocated	Internship Fields	Hired into FT Position
101/Governor's Office	3	\$10,899.37	Policy/Research & Communications	1
112/NDIT	2	\$15,000	Project Management	-
117/Auditor's Office	3	\$5,672	Audit/Accounting	1
201/Public Instruction	2	\$5,820	Marketing/Business Administration Data Analytics	-
325/DHS	1	\$5,280	Medical Services	-
530/DOCR	3	\$14,225	Human Relations Counselor Parole & Probation	3 (2 stayed within DOCR and 1 transferred to DHS)
611/Soybean Council	1	\$3,255	Marketing & Communications	-
670/Racing Commission	2	\$1,818.75	Racing Commission Projects (Animal Science/Ag fields)	-
709/Council on the Arts	3	\$21,268.34	Special Projects (Arts, Business. And Marketing)	-