



## Operation: Intern Forecast

Operation: Intern has matched emerging North Dakota talent with North Dakota companies. In order to provide continued opportunities for growth, the program must build on its success. Continued tracking and marketing is needed. Additionally, businesses and communities need assistance to develop their programs through state grants and tax incentives. Operation: Intern has been an effective tool in retaining young people in North Dakota, and we anticipate even greater impact as Operation: Intern transitions to the future.

### Continued Tracking

- The Follow-up Information on North Dakota Education and Training (FINDET) Program will continue to measure existing data, while striving to capture data that has been unavailable in the past. Many students take internships without formally registering for credit through their universities and colleges. These students are not captured in our data and we are seeking new ways to account those internships.
- FINDET will seek ways in which to more effectively match internships to continued employment. Unpaid and out of state paid or unpaid internships currently fall into the same category, and we are seeking new ways in which to separate that data. By collecting intern names, location of internship and tax ID numbers of employers, FINDET could more effectively attain and analyze internship and retention data.

### Marketing

- The Operation: Intern message has been delivered to many communities, schools and business across the state, but more can be done to create internship opportunities.
- Enhanced partnering and dedicated channel marketing with chambers of commerce and local economic developers across the state.
- Dollars could be used to implement additional integrated marketing strategies through mailings, radio, TV, publicity, success stories, and sales training.

### Economic Incentives

- *Community Grants.* A number of small communities have created or are in the process of creating internship programs. Funds are needed to pay and supervise interns and to create living arrangements and projects on which interns can work. Community grants would assist communities dedicated to reviving their communities through internship partnerships.
- *State scholarships.* Interns would be eligible to apply for living stipends or scholarships while pursuing unpaid internships, or with the demonstration of need. These scholarships would ensure that all students would have the opportunity for pursue an internship regardless of their financial confines.
- *Non-profit grants.* Interns working in non-profit roles would be eligible for grants to support their work, and/or living expenses.

- *Tax incentives.* Many small businesses would provide ideal opportunities for internships, but as useful as internships are as a business tool, some businesses need financial incentives in order to afford developing an internship program. Tax incentives would assist businesses in managing the costs of developing an internship program.

### **Governor's Internship Program**

- The Governor's Internship Program would model internships for the rest of the state. The program would place interns at high levels within state agencies. Educational opportunities would be provided to each cohort of interns focusing on various agencies and branches of government.
- A pool of incentive funds would be allocated to the state human resources office to be awarded to agencies that develop internships in their office.

### **University Career Centers**

- The University Career Centers have been an integral part in helping develop and manage the Operation Intern program. However, further coordination and enhancement of these services would serve both students and businesses in a greater capacity.
- Develop a simple and effective statewide posting system to readily bring together students and businesses.
- Procure funding for career center development and coordination efforts on individual campuses.