

Governor's Council on Women and Girls
Education and STEAM Subcommittee
Tuesday, August 6, 2019

Meeting Minutes

- I. **Call to Order and Introductions** – Meeting was brought to order by Co-Chair Executive Director Timothy Larson at 1:00 p.m.
 - a. **The following Council sub-committee members were in attendance:** Co-Chair Timothy Larson (Office of Higher Education), Co-Chair Commissioner Bongsi Magubane (Department of Motor Vehicles), Cherie Phoenix-Sharpe (Office of the Lt. Governor), Erin Choquette (Department of Administrative Services), Charlene Russell-Tucker (State Department of Education), Lindy Lee Gold (Department of Economic and Community Development), Penny Potter (Department of Revenue Services), Eric Smith (Department of Transportation), Megan Krom (Office of Policy and Management), Amparo Garcia (Office of Early Childhood), Bonnie Koba (Office of the Arts -DECD), Noele Kidney (Office of Higher Education) and Karen Bernard (Department of Motor Vehicles).
 - b. **The following steering committee members were in attendance:** Andrea Kovacs (Albertus Magnus College), Nana Amos (American Association of University Women), John Michael (Arts for Learning), Abby Jewett (AT&T), Jennifer Steadman (Aurora Women and Girls Foundation), Adrian Sylveen (CT Virtuosi Chamber Orchestra), Emily Byrne (CT Voices for Children), Ellyn Savard (Girl Scouts of CT), Sabrina Tucker-Barrett (Girls for Technology), Louse McMinn (Girls Inc. of Western Connecticut), Kate Bolduc and Melanie Hoben (Goodwin College), Melanie Tavares (Hartford Foundation for Public Giving), Terri Johnson (Quinnipiac College), Heather McDonald (UConn Foundation), Karen Demeola (UConn Law), Heather Calabrese (Yale University), Cathy Zeiner (YWCA), Rhona Free (University of St. Joseph), Tracy Ariel (Manchester Community College), Deidre D'Amore (Naugatuck Valley Community College) and Elizabeth Durgin (CT Technology Council's Women of Innovation Planning Committee).
- II. **Discussion and Progress** – Executive Director Tim Larson welcomed those in attendance and explained that Commissioner Magubane has been delayed by another meeting. He explained that over the past few meetings, the committee members have been working on developing an internship toolkit for agencies to utilize if they're interested in having an internship program. He explained that staff will be working on a spreadsheet to accept all of the information on internships from various agencies.
 - a. Documents that were distributed to all invitees of the meeting were briefly reviewed. Co-Chair Larson also reviewed notes from a meeting that was held with OPM Under-Secretary S. Fae Brown-Brewton and Labor Specialist Megan Krom to ensure that as the subcommittee proceeds with its plans to develop a statewide internship program that they are mindful that collecting bargaining lines are not crossed. Megan Krom explained that OPM has an internship program that they'd be willing to share with us. Their main concern with the development of any internship program is students becoming

permanent employees. Co-Chair Larson agreed that agencies must be mindful of 6-month window and that anyone coming into the program would not be eligible for insurance or other benefits, etc. These guidelines would be part of the toolkit.

- b. A question was asked if the expectation is that these internships would be minimum wage positions. They added that minimum wage might not draw the very students that the internship is hoping to attract. Co-Chair Larson replied that the goal is for internships to be either credit bearing or paid – how much will have still not been determined. It was mentioned that many private-sector internships pay \$20 per hour.
- c. A few organizations voiced concerns over hiring interns because of union issues. They instead have focused on working with high school students and getting them interested in STEM fields. Even partnering with non-profits to steer young women and girls into those fields. AT&T will reach out to their NY counterparts re: more information on Coding Challenges and Hackathons. There were also a few agencies who have not developed internship programs because of confidentiality issues.
- d. Phoenix-Sharpe mentioned that while the focus of the group so far has been to develop the internship program, the subcommittee can also work with the Steering Committee on statewide initiatives. One example is a Coding Challenge that was proposed to the Lt. Governor. Phoenix-Sharpe also reported that the Lt. Governor would like some bipartisan legislation to come out of the council and that the Subcommittee should be thinking about what it might propose.
- e. **State agencies** – DOT just finished their national summer transportation institute – hosted by CSCU. 12 or 13 High school students participated. Half were girls. Willing to provide the toolkit and guidelines for college internship program. DECD also has a number of in very diverse areas that students currently work in. They have a wide variety of relationships with both public and private schools – many internships begin in the summer and can continue through the academic year if schedules permit. DAS offered to help with their state-wide HR unit – they don't currently have any existing written policies governing internships but they have identified individuals within numerous agencies who can help with documentation and would be willing to share account management system in order to market internship opportunities to students. DCF reported that they have a pretty robust internship program and they have documentation of orientation and training given to interns. Interns are often hired at the end of internship if they are successful – they can offer a structure that has worked for them and the importance of good relationships with certain universities. OPM reported that it has 8 internship programs but only three interns in IT and Criminal Justice – unpaid but get credit 10 hours a week. Must be enrolled in a college program – it is on the student to find them and the program. Their HR maintains a list of 82 organizations but the program is very new. SDE suggested that marketing to all teachers, educators and families about this program and all other existing internship programs is important.
- f. **Public universities and colleges** - UCONN Law School has pipeline programs to high schools specifically to reach out to under-represented populations with the goal being to get kids interested in law and letting them know that even if you're excited about coding, there's a place for you in the law profession. They recently held a law camp at

the State Capitol and had 103 participants. Manchester CC has both credit and non-credit certificate programs. Pipeline program – 5 week program (Working Cities) working with WC to recruit women cohorts. Naugatuck CC hires student workers through FAFSA and PAL. Internships are imbedded in their program. 75% of the time these internships roll right into employment. They have plenty of places to place them but not enough students.

- g. **Independent colleges and universities** – those in attendance spoke about their existing internship programs – they are always looking for good internship placements and would be happy to share their internship frameworks. Communications and marketing is key to a successful internship program and teaching them how to network in their community is also beneficial. Would like to promote these experiences at symposiums, etc. When looking at roadblocks – transportation should be addressed. Representatives from Goodwin College told the group about their mobile lab that Hartford Foundation for Giving helped to fund has been a great way to expose younger students to STEM fields as they relate to manufacturing. Their focus is the smaller manufacturing industries – working with industry to determine a specific pipeline. Manufacturing has become very high tech. They’ve also developed partnerships with insurance industry with certificate programs and employers are eager for these students. They ask all employers who are involved in their apprenticeships to pay the same rate of \$12 per hour for internship/apprenticeship. And they offer workshops and training on mentoring and leadership for mentors. Very good placement rate – they are even offering students in high school, college credits if they begin taking classes.
 - h. **Arts organizations** have said that there are not enough quality education for students in the arts and girls tend to fall off the radar around 7th grade. Arts integration is very important – should have STEAM models. There are some very successful internship programs that match up organizations and students. A toolkit would be very helpful.
 - i. **Non-Profit organizations** –different tech events being held over the next few months were detailed to the group. Most very successful and are looking to expand. Some groups offered support to the group through research, educational tracking programs or sharing their existing internship programs. One group works directly with businesses to help businesses navigate the process of recruiting interns. General consensus is that all groups want students to have authentic STEAM experiences. How will they use these skills and experiences? Many teachers aren’t able to translate STEM or STEAM education into specific careers. It’s important that these tech program information should be marketed to educators (possibly through SDE?)
- III. **Next Steps** – It was suggested that the subcommittee be split up into 3 or 4 subgroups with each group being assigned a different focus. There was agreement on this proposal and Co-Chairs will discuss how this will be done.
 - IV. Next Education and STEAM Subcommittee meeting will be held on Wednesday, October 2, 2016 at 1:00 p.m. with place TBA. The Co-Chairs will work on developing a set schedule for 2020.
 - V. The meeting concluded at 2:54 p.m.