

**Governor's Council on Women and Girls
Subcommittee on Education and STEAM**

AGENDA

Tuesday, August 6, 2019

1:00 p.m.

Room 1C, Legislative Office Building, Hartford

1. Call to Order and Introductions
2. Review minutes from last meeting
3. Review June 21, 2019 Progress Report to the Lt. Governor
4. Review July 10, 2019 Education & Steam Subcommittee Report
5. Review members who have expressed interest in being on Subcommittee to develop internship program
6. Review new Steering Committee members
 - a. How do we engage?
 - b. What are the expected outcomes?
7. Review of subcommittee chairs' meeting with OPM Labor Relations – Agency grid for collection of information
8. Inserting the arts into the subcommittee's work
9. Next steps/action items
10. Public comment
11. Adjourn

Council of Women and Girls – Education and STEAM sub-committee

Progress Report to the Lt. Governor

Friday, June 21, 2019

The goal is to develop a comprehensive internship program for state agencies focused on career pathways in STEAM by exposing participants to opportunities in the Tech, Science and the Arts within private sector and state government. The committees' goal is to development a state-wide internship program to:

- Increased participation by young women in both public and private STEAM fields
- Keep talented youth in Connecticut

The Education and STEAM sub-committee progress report:

- Committee members overwhelmingly agreed the Internship Program must: provide meaningful experiences to participants and an Agency staff member must be assigned as mentor/supervisor.
- The committee plans to establish some manner of compensation i.e. – monetary or school credits.
- A survey was sent to all agencies. Insufficient staff/time to supervise an intern is the primary reason agencies don't have internships.
- *The results of the survey are attached or can be accessed through the following link:*
<https://www.surveymonkey.com/results/SM-XYJ85ZLPV/>
- The Committee received copies of internship policies/procedures from the following agencies: DOT, Insurance, DPH, DEEP, DOC and Office of Health Strategy.
- A subcommittee was established to review the policies as a first step towards developing a standardized Toolkit for establishing an internship. The Toolkit will leverage already successful internship programs for use by all agencies.
- The Committee is pursuing evaluating the feasibility an internship program that exposes the intern to both the public and private work experience*.
- The program will be marketed through social media, website, and yet to be defined platforms.

*The committee is seeking private sector partners to partner with state agencies on a shared internship program. The goal is to provide interns with a unique public and private work experience. The committee believes the partnership will enrich the internship experience by exposing interns to not only the public sector but to private sector experience. The private sector partner shares the administration costs of the program.

Example: Interns interested in accounting spend a portion of time at the private sector partner learning expectations and job requirements and time working @ and agency i.e. DRS learning tax policy and tax processing from the agency's perspective. The same type of partnerships could happen with an architectural or engineering firms and the Office of the State Building Inspector.

Committee is working to identifying partners for:

- possible internship program models
- potential sources of financial resources and logistical support for interns
- candidates/recruitment platforms

The next sub-committee meeting will be held in August at the Legislative Office Building – date and time to be announced.

To identify opportunities to support the 'A' in STEAM, the committee reached out to the Interim Director of Culture Elizabeth Shapiro and Tamara Dimitri from Connecticut's Office of the Arts, both offices are within the Department of Economic and Community Development to request their guidance and/or assistance with the subcommittee's efforts to increase our state's citizens' (specifically women and girls) exposure to the Arts and promote STEAM occupational fields.



Governor's Council on Women and Girls Education & STEAM Subcommittee Report

Committee Goal

To develop a statewide internship program focused on STEAM career pathways within the public and private sectors to increase participation of young women and keep young talent in the state.

July 10, 2019 Subcommittee Report Submitted By:

Commissioner Bongli Magubane, Department of Motor Vehicles	Executive Director Tim Larson, Office of Higher Education
Representative Stephanie Cummings, House Republicans	Commissioner Josh Geballe, Department of Administrative Services
Commissioner Joseph Giuletti, Department of Transportation	Commissioner Scott R. Jackson, Department of Revenue Services
Commissioner David Lehman, Department of Economic & Community Development	Commissioner Dianna Wentzell, Department of Educations

Current State of Internship Programs across Agencies

- 85% of agencies offer internship opportunities and 15% do not
- 51% have formal internship program and 48% have interns but no formal program and 4% have never had any interns
- 53% of Agencies have written policies and procedures regarding interns and 47% do not.
- Majority of internship programs 49% are unpaid; 4.3% are paid and 32% Varies
- Only 21% of Agencies have internship programs for high school students and 79% do not
- 47 Agencies Responded
- Majority of partnerships are with educational institutions and adhoc and informal:
- Adhoc - UCONN, CCSU



- On Occasion – UCONN Law, Quinnipiac Law, UCONN and the State University System
- Local Community Colleges and University – Capital. Promoted via handshake
- CTNG Family Program
- Reasons for Agencies not offering internship opportunities:
 - Insufficient staff/time to supervise
 - Lack of funding 51%
 - Lack of meaningful work 35%
 - How to Develop Program 24%

Committee overwhelmingly agreed the Program must provide meaningful experiences to both the interns and agency staff assigned to mentor/supervise interns.



Accomplishments

- Conducted survey and 47 Agencies responded
- Great response to request our request for existing policies/procedures. Received: DOT, Insurance, DPH, DEEP, DOC, DCP, DSS, DORS and SDE and Office of Health Strategy.
- Several Agencies volunteered to join the Committee to help develop a toolkit for agencies that wish to start or expand their own internship programs.
- DPH, DOC, DCP, DSS, DORS and Office of Health Strategy will be invited to participate in a sub-committee to develop the tool kit for agencies who wish to start or expand internship programs.
- Established a sub-committee to review existing internship programs

Next Steps

- Identify community partners to identify:
- (1) Potential internship program models;
 - (2) Potential sources of money/resources/logistical support for interns;
 - (3) Intern candidates/recruitment solutions; and
 - (4) Private sector companies that might be willing to work with agencies on a shared internships.
 - (5) Potential Marketing Platforms



Agencies and names of those interested in working on the Internship Toolkit Subcommittee:

- Eric Smith, Department of Transportation (DOT)
- Catherine Blinder, Department of Consumer Protection (DCP)
- Tracy Davis - Department of Children and Families (DCF)
- Randy Domina, Department of Public Health (DPH)
- Vilmaris Diaz, Donna Pantin-Worrell, Department of Corrections (DOC)
- Kimberly Martone, Office of Health Strategy (OHS)
- Kathleen Sullivan, Department of Rehabilitation Services (DORS)
- John Hedges, Department of Energy and Environmental Protection (DEEP)

STEERING COMMITTEE

Education & STEAM

Albertus Magnus College
American Association of University Women (AAUW)
Aronson Consulting, LLC
Arts for Learning
Asnuntuck Community College Manufacturing Technology Center
AT&T
Aurora
Bridgeport Education Alliance for Public Schools
Brienza's Academic Advantage
CT Technology Council's Women of Innovation® Planning Committee
CT Virtuosi Chamber Orchestra
CT Voices for Children
Girl Scouts of CT
Girls for Technology
Girls Inc. of Western Connecticut
Goodwin College
Hartford Foundation for Public Giving
Manchester Community College
Naugatuck Valley Community College
Quinnipiac University
UConn Foundation
UConn Law School
University of St. Joseph
Yale School of Medicine
Yale University
YWCA Hartford