

# ENERGY INTERNSHIPS IN NORTH CAROLINA: *AN EVALUATION OF EXPERIENCES AND INDICATORS FOR THE FUTURE*

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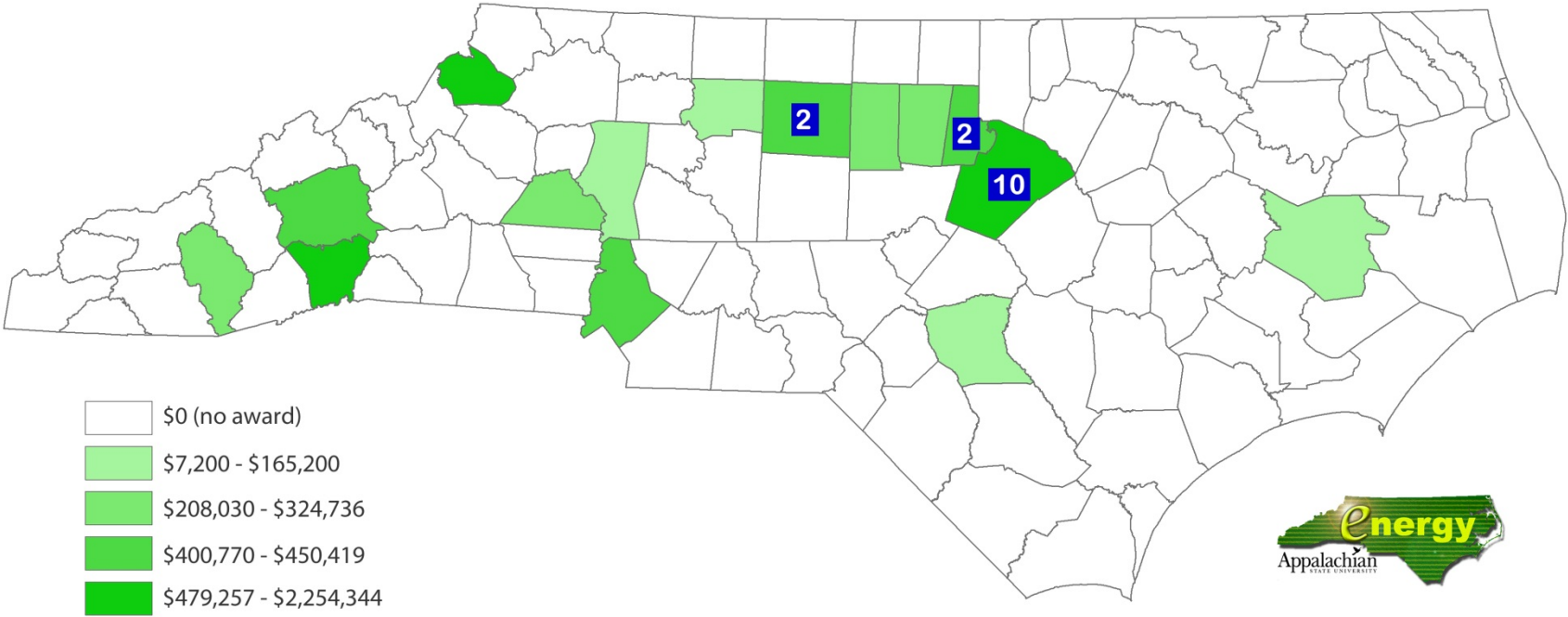
# State Energy Internship & Fellowship Program (SEIP) Overview

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- Grant awards made to 28 projects
  - ▣ Located in 15 counties & 10 congressional districts
  - ▣ Interns/fellows placed in 47 counties
- \$9.5 million program
  - ▣ \$6.3 million in grant awards
  - ▣ \$3.2 million in matching contributions
- Supported 569 positions\* (goal = 557)
  - ▣ Positions at 242 host organizations
  - ▣ Implemented over six quarters (Oct. 2010 – Mar. 2012)

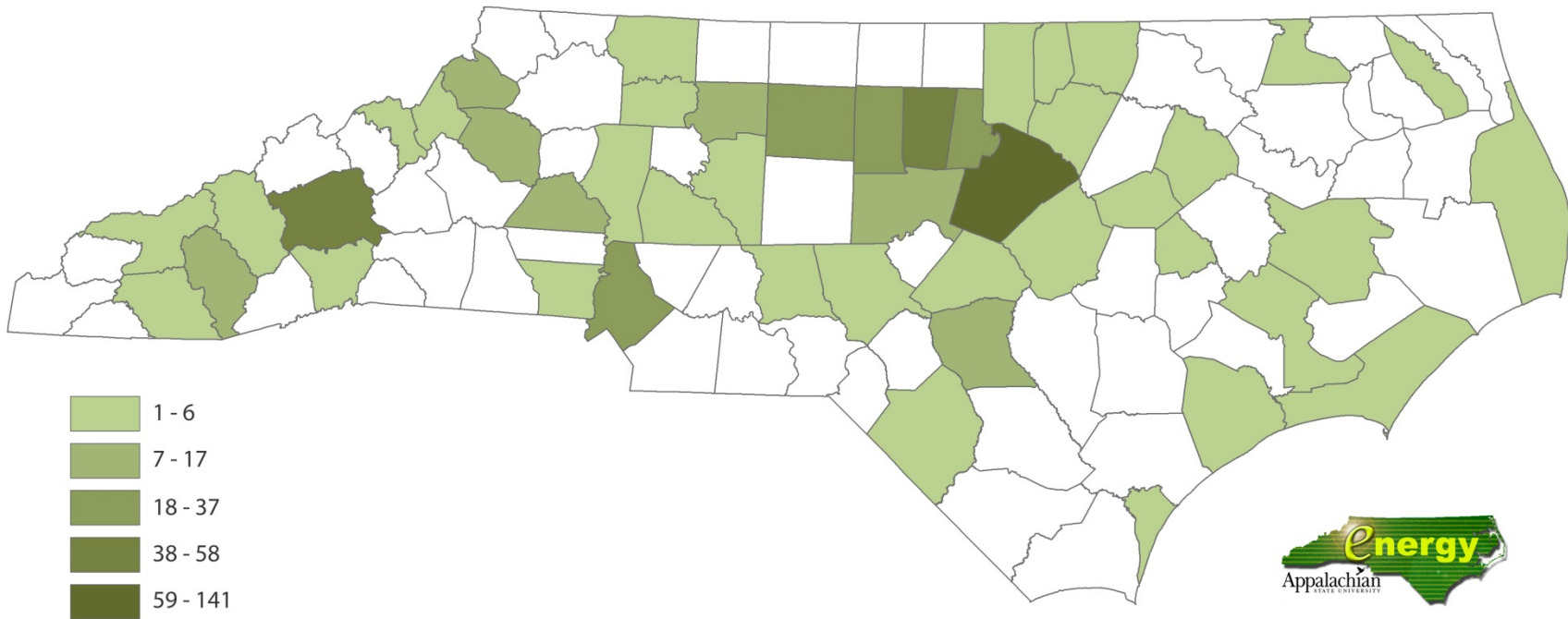
*\*as of Dec. 2011 report*

# Grant Awards by County

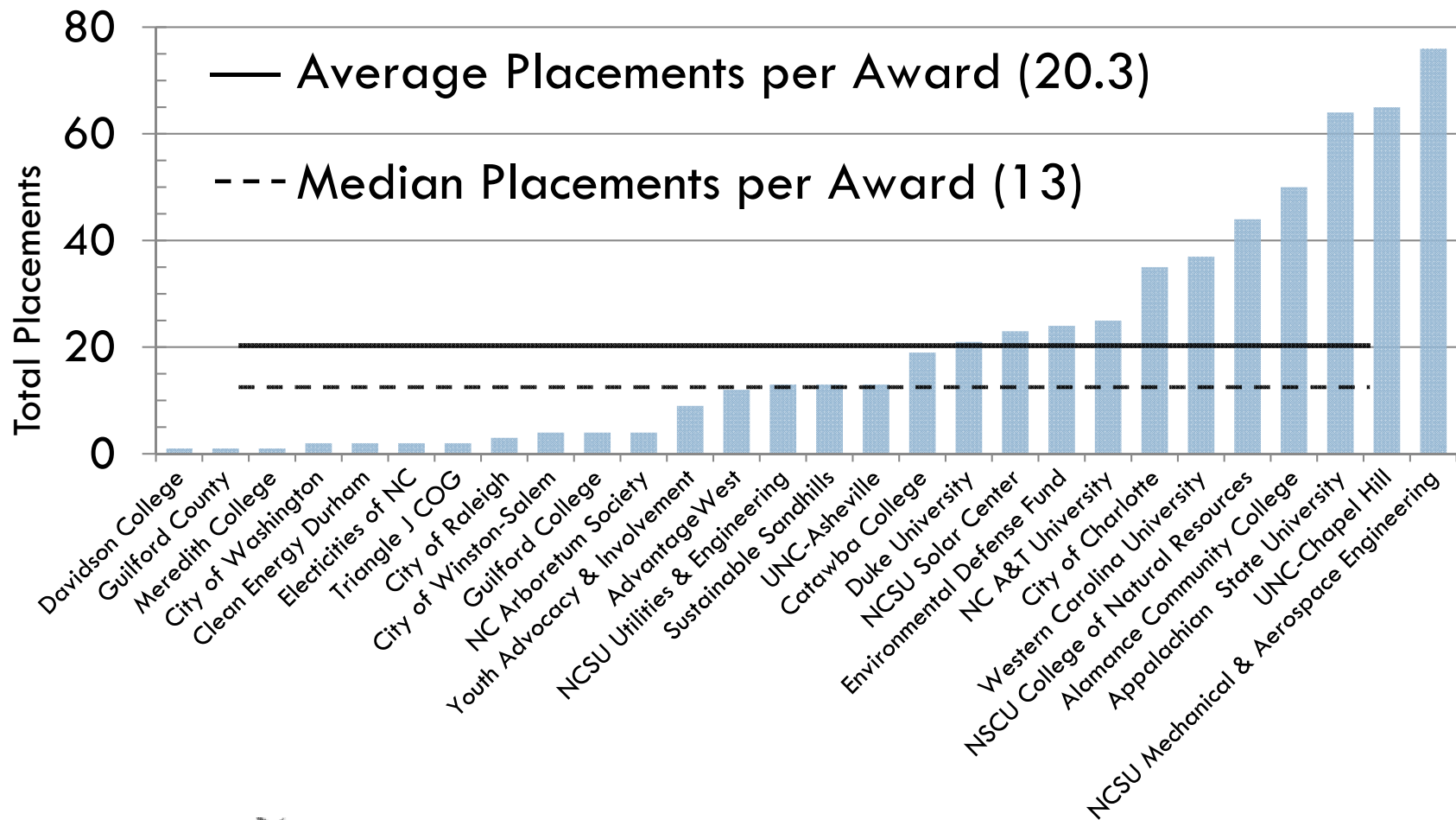


# Position Placements by County

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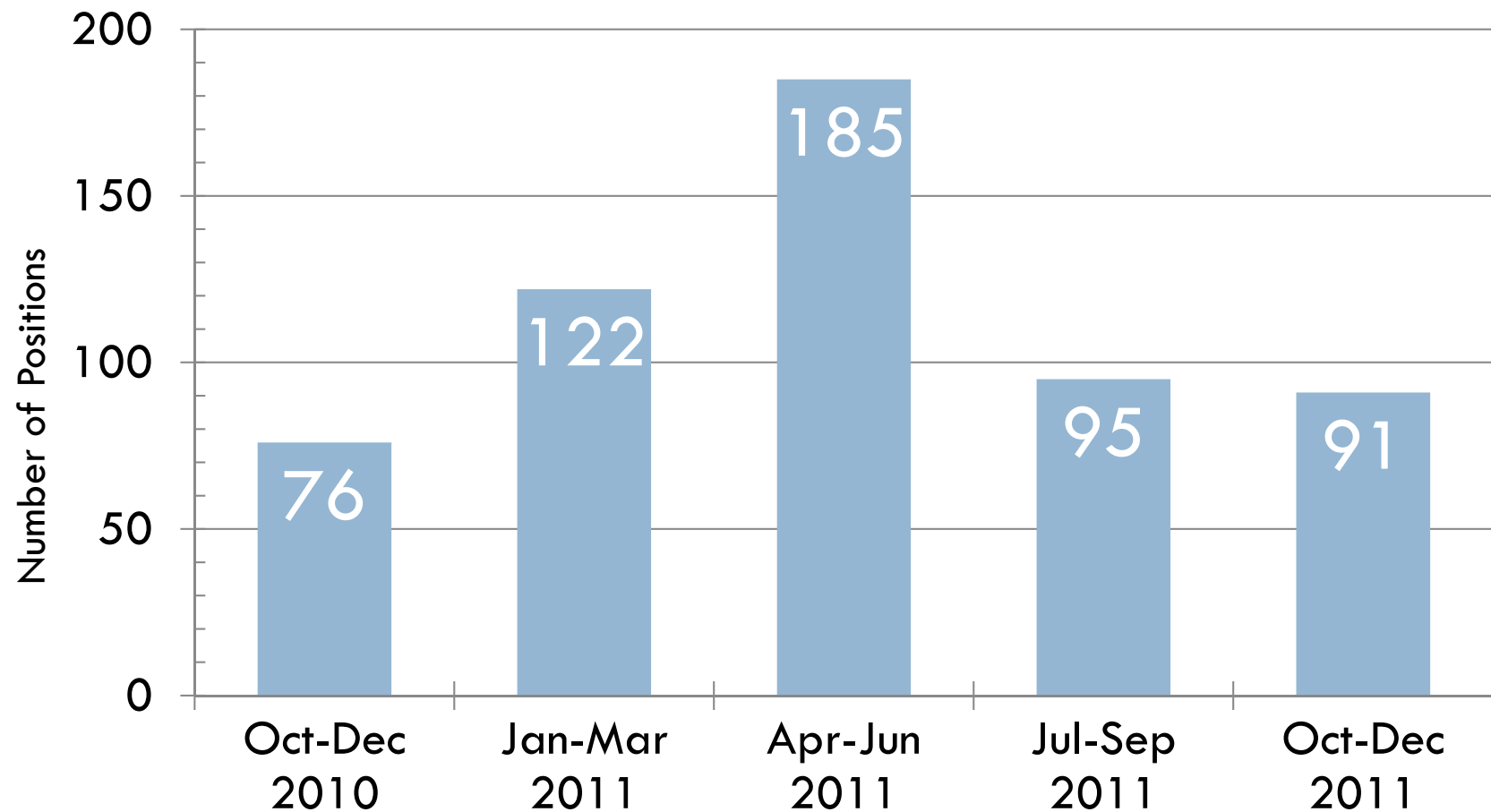


# Intern/Fellow Placements, by Awardee



# Placements by Quarter (10/2010-12/2011)

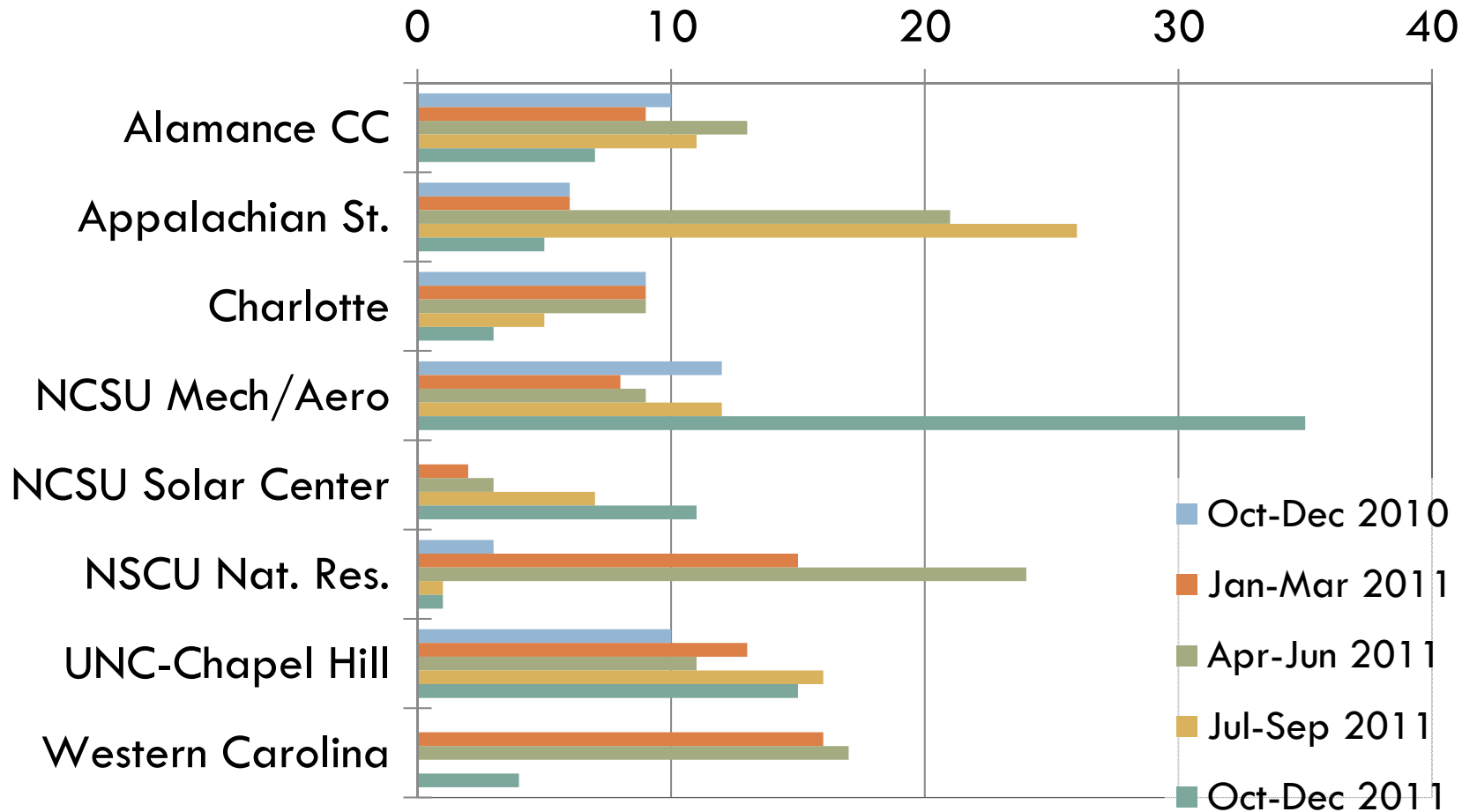
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# Activity of Largest Projects

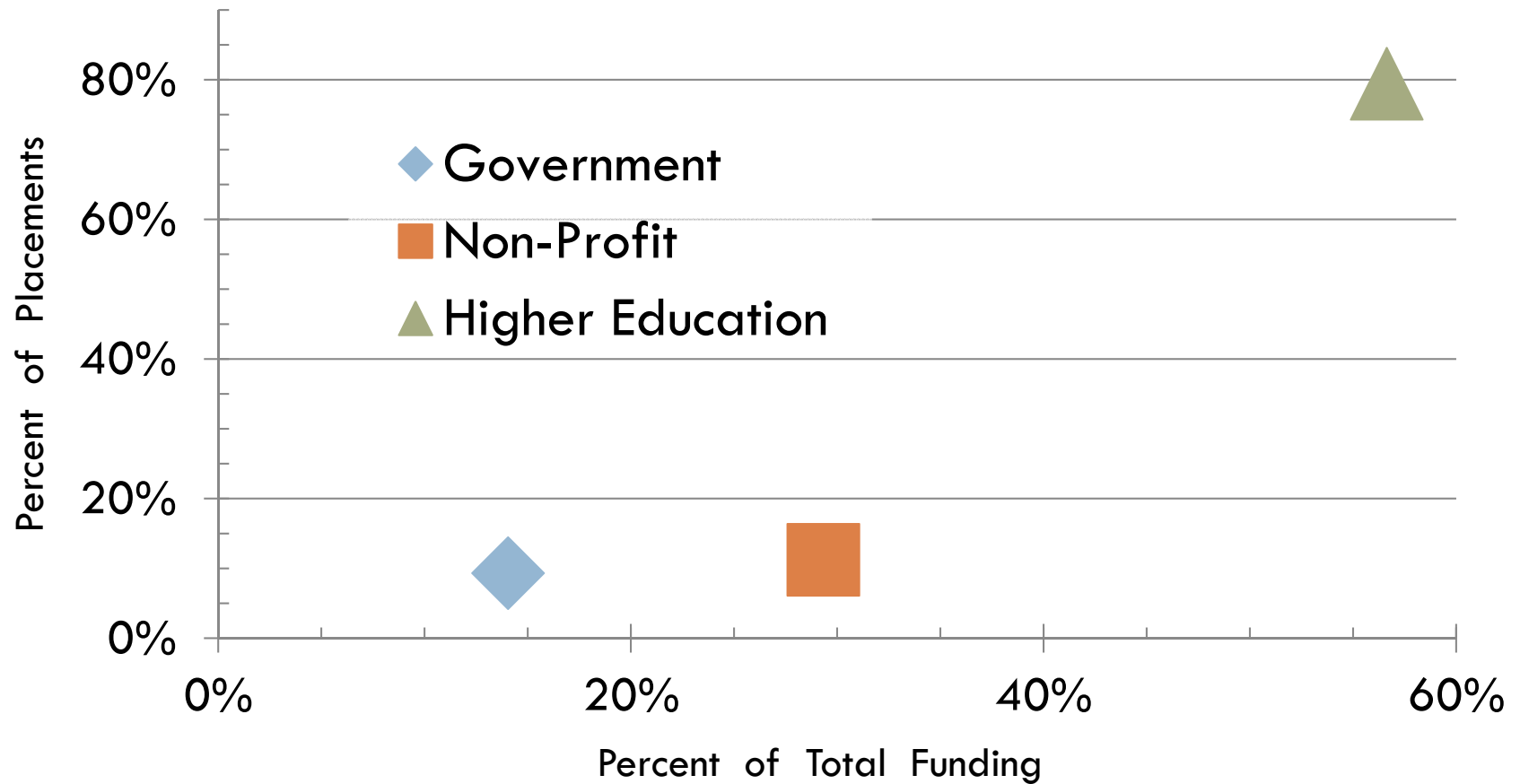
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Number of Positions



# Percentage of Placements by Percentage of Funding

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## Evaluation Survey

Participant survey administered between February 24 and March 20, 2012 by Appalachian State University:

- ❑ Awardees
- ❑ Host Employers
- ❑ Interns & Fellows

# Survey Overview

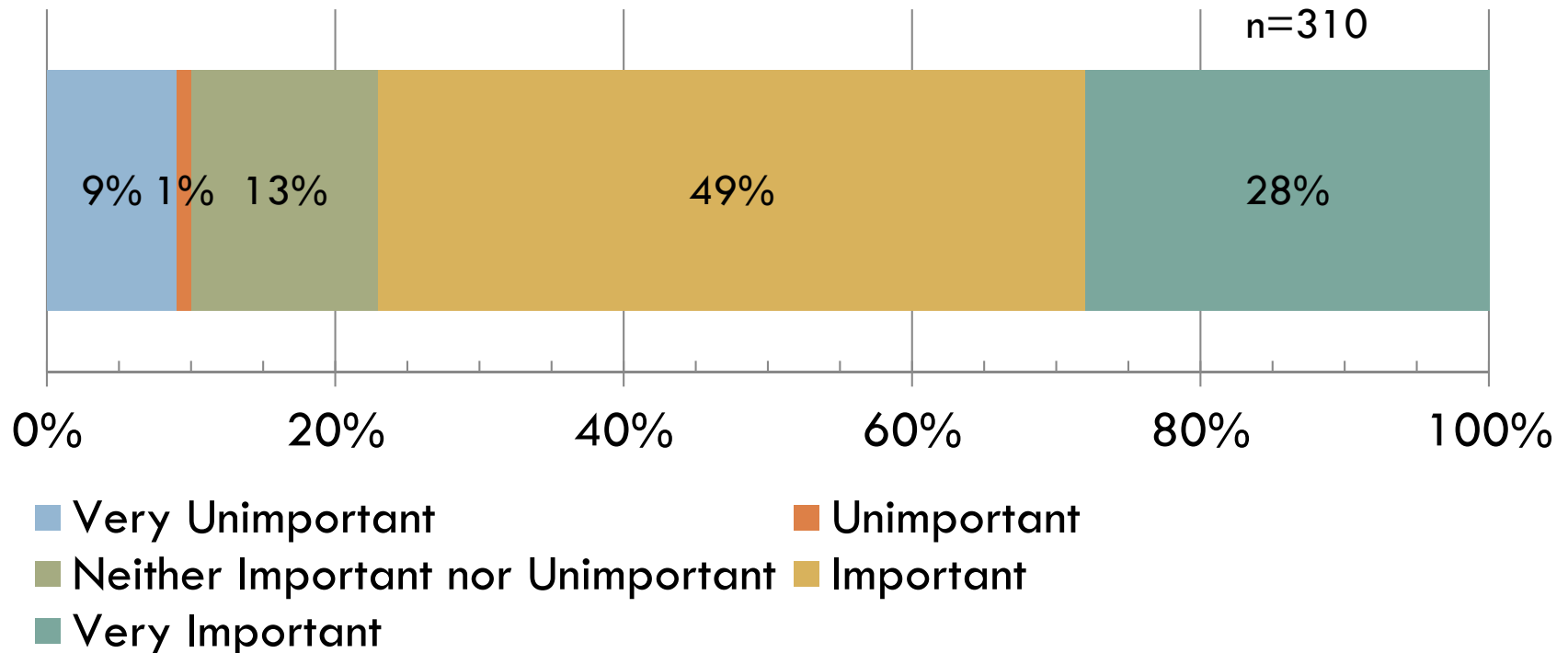
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- Invitations were sent to 818 total SEIP participants
  - 358 (43.7%) surveys started
  - 294 (35.9%) surveys finished
- Survey Structure
  - All respondents were asked a set of 12 questions
  - Grant award recipients: +19 questions
  - Interns & fellows: +16 questions
  - Host organizations: +20 questions

# All Respondents

11

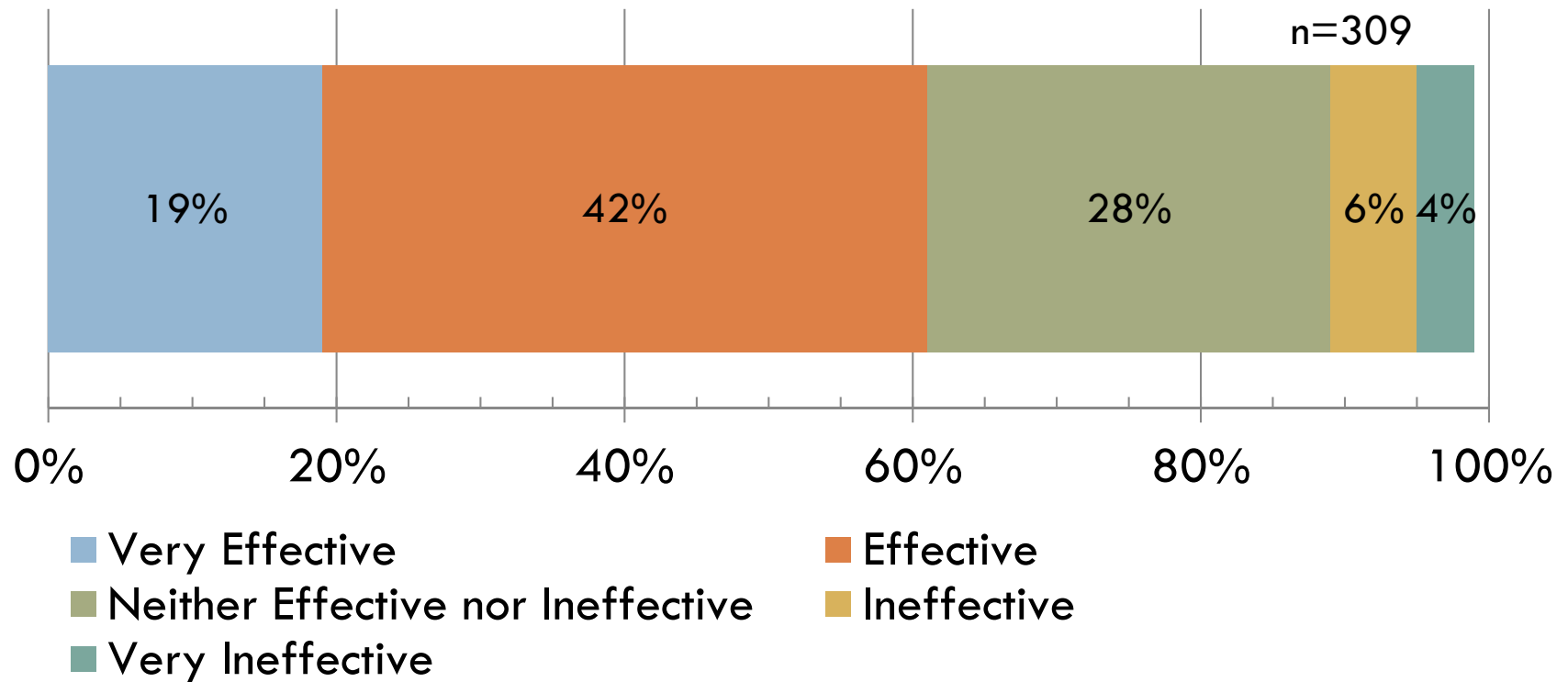
In your opinion, how important are programs like the SEIP in helping organizations find qualified employees?



# All Respondents

12

In your opinion, how effective was the SEIP in assisting students with finding employment?

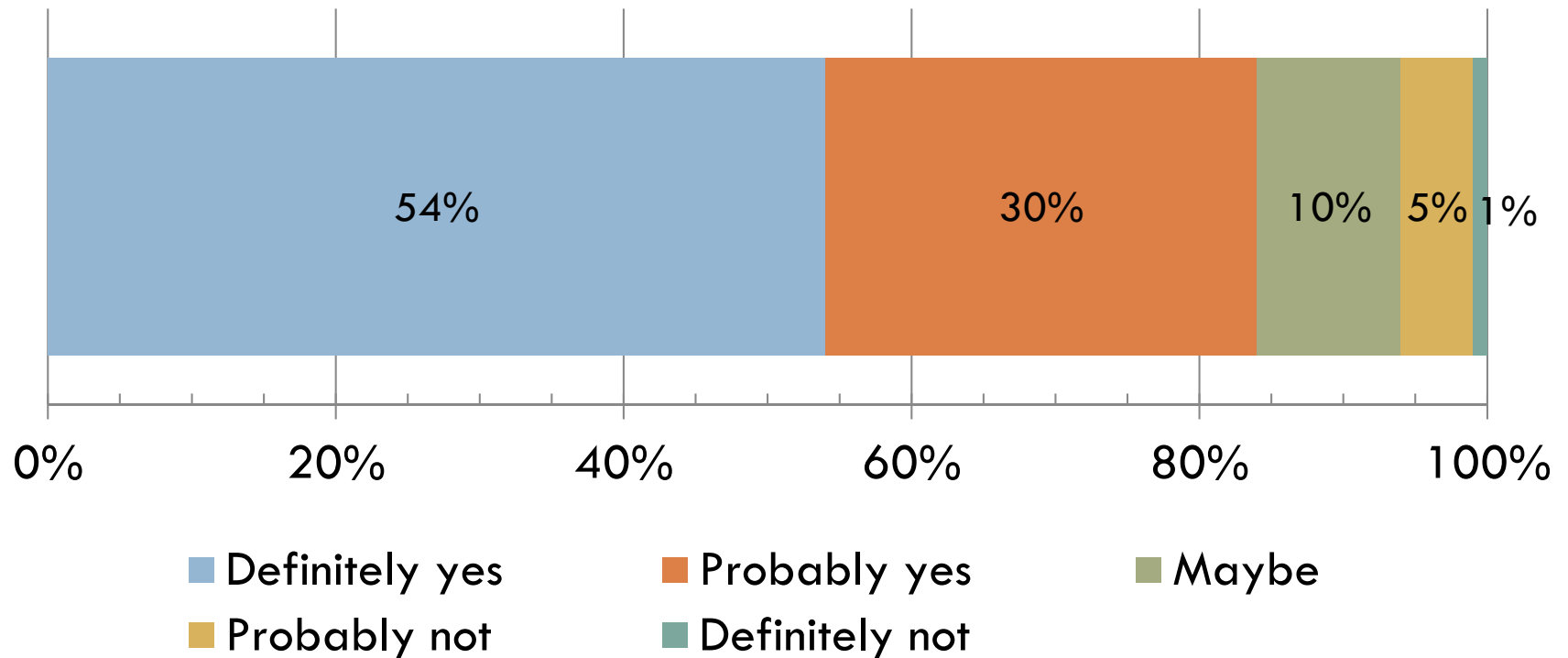


# All Respondents

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Would you participate in the SEIP again?

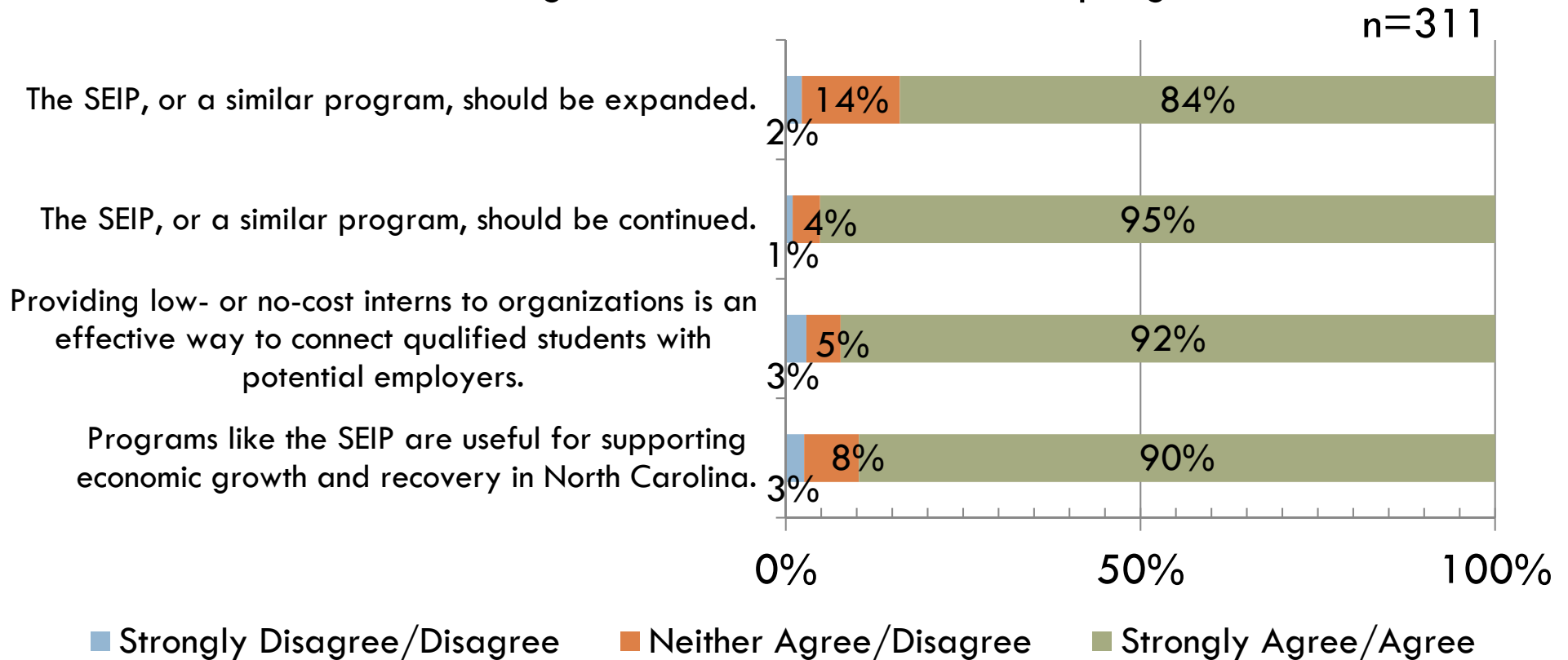
n=311



# All Respondents

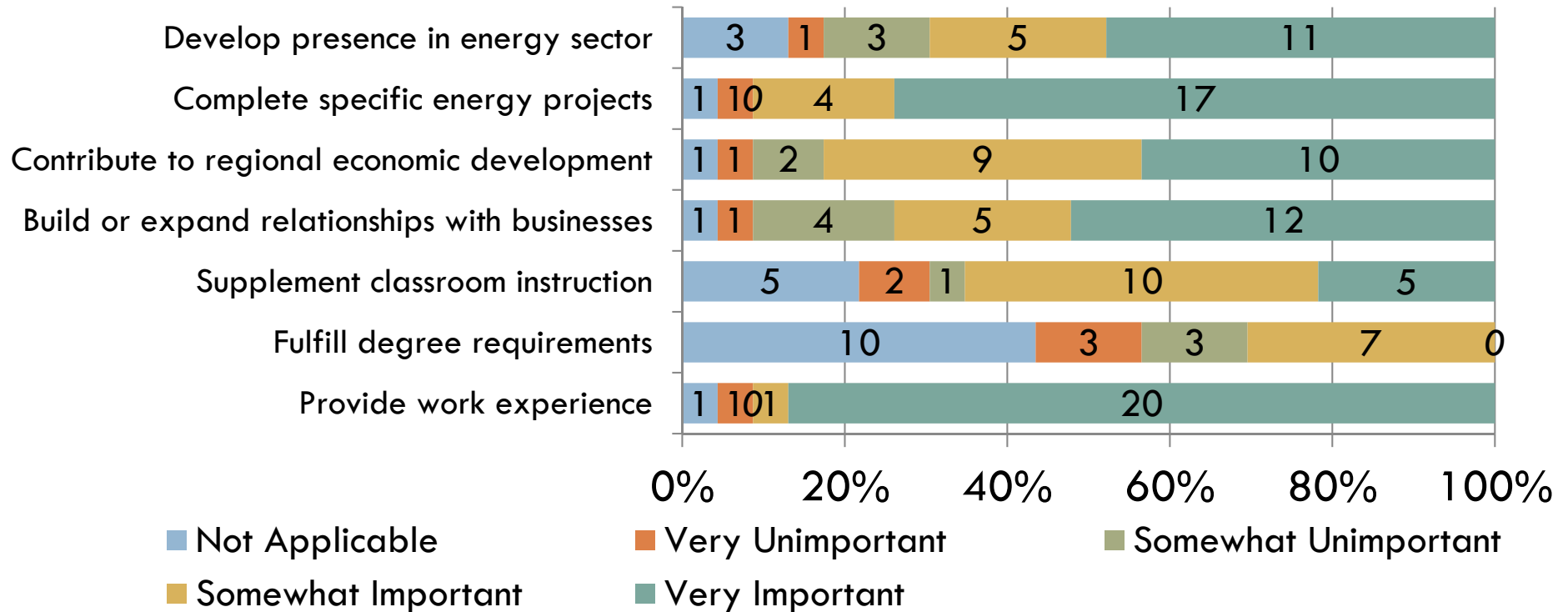
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Please indicate the extent to which you agree or disagree with the following statements about the SEIP program.



# Grant Award Recipients

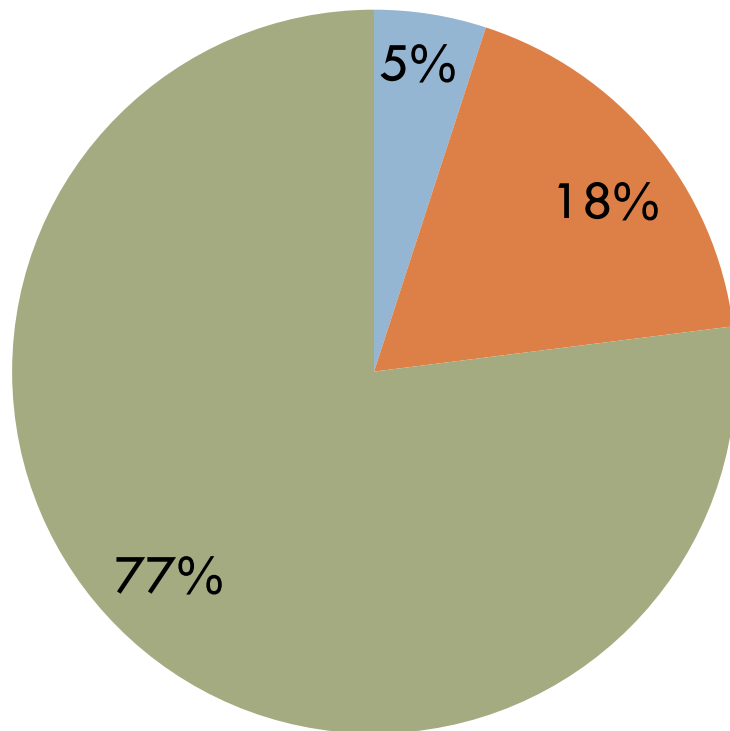
Please rate the importance of the following goals as they apply to your internship/fellowship program. n=23



# Grant Award Recipients

16

How did the number of program applicants compare to the available number of internship/fellowship positions?



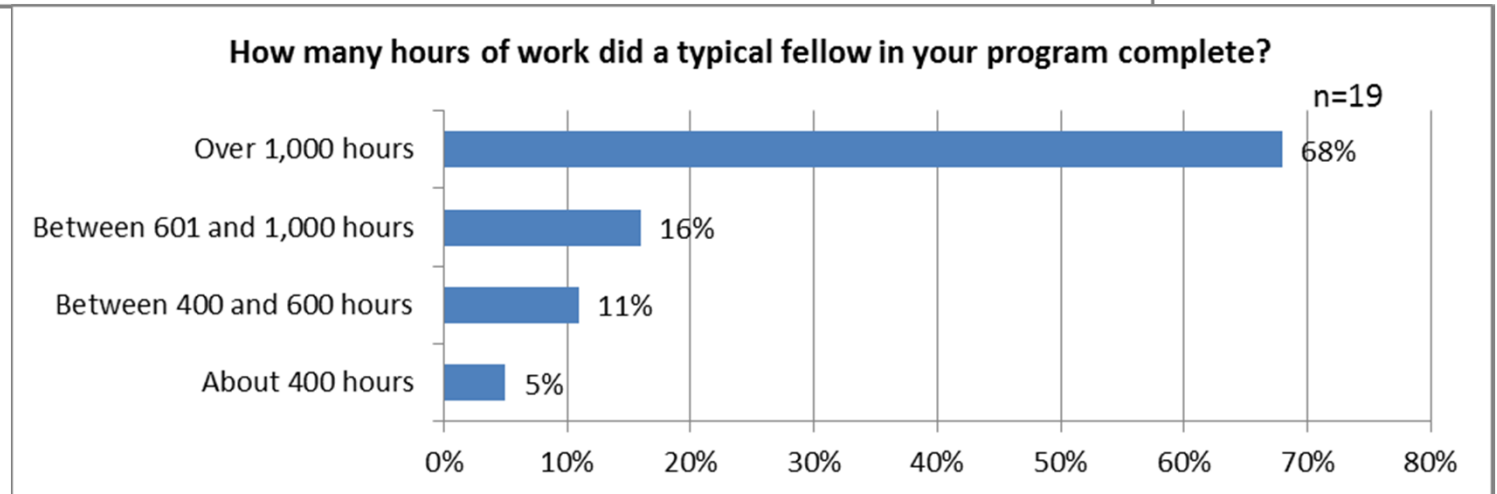
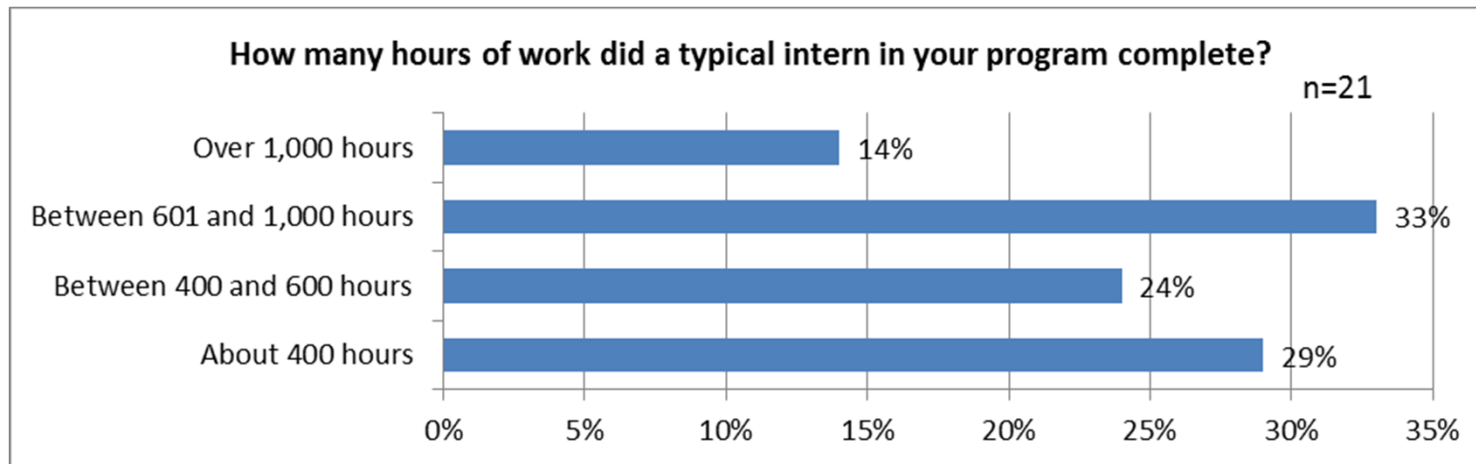
n=22

- Fewer interested students than available internship positions
- About the same number of interested students as available internship positions
- More interested students than available internship positions



# Duration of Intern & Fellow Placements

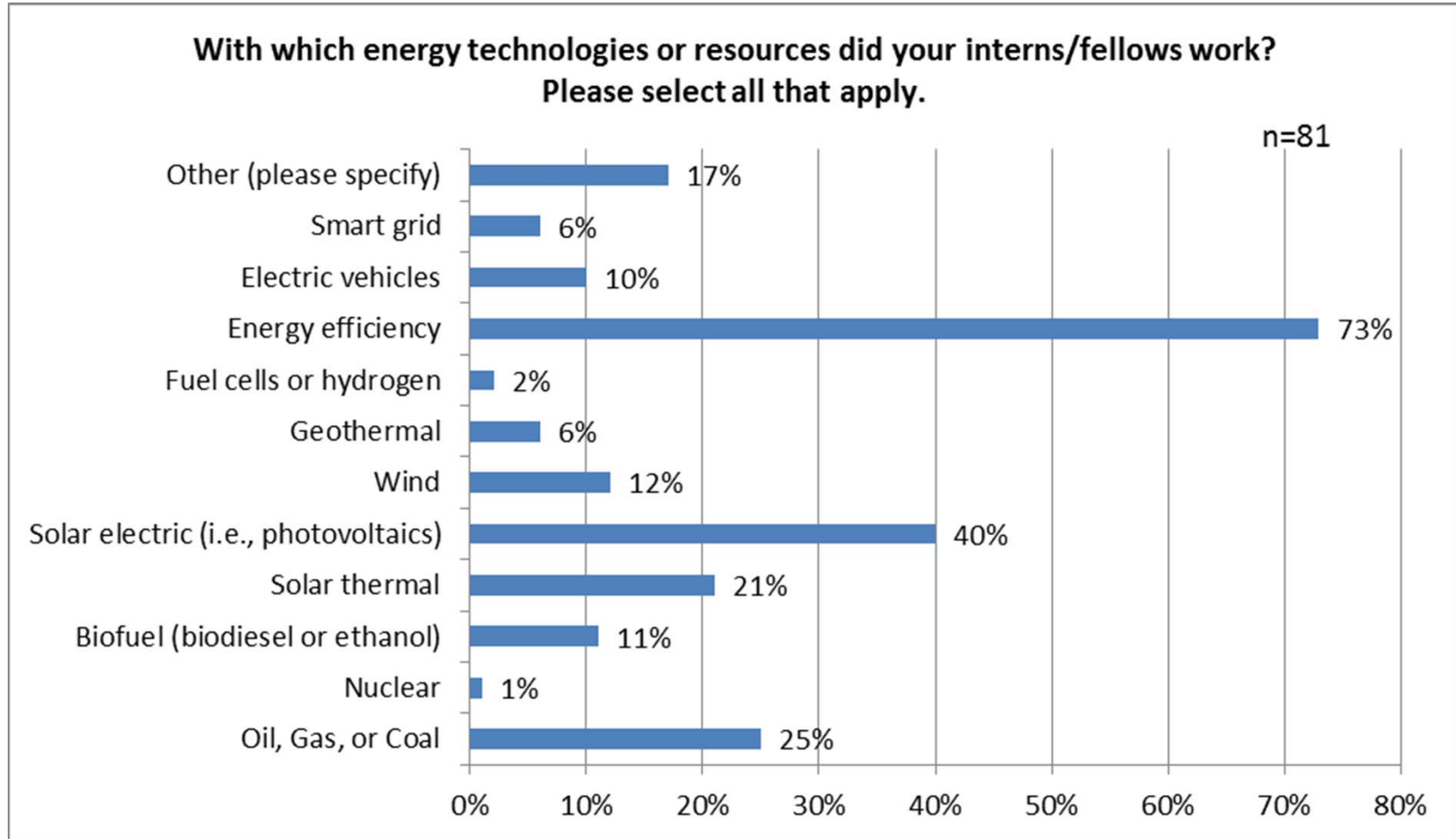
17



19 April 2012

# Focus of Intern/Fellow Work

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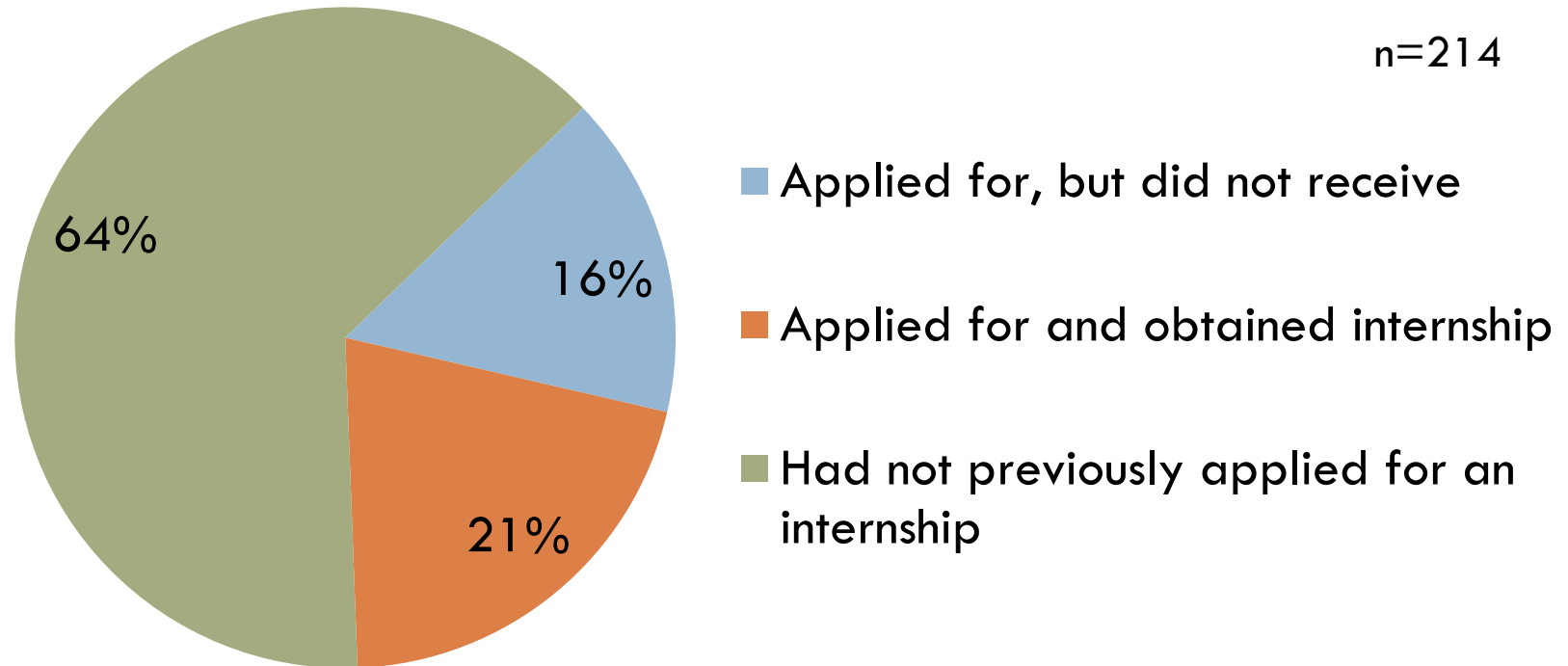


19 April 2012

# Interns & Fellows

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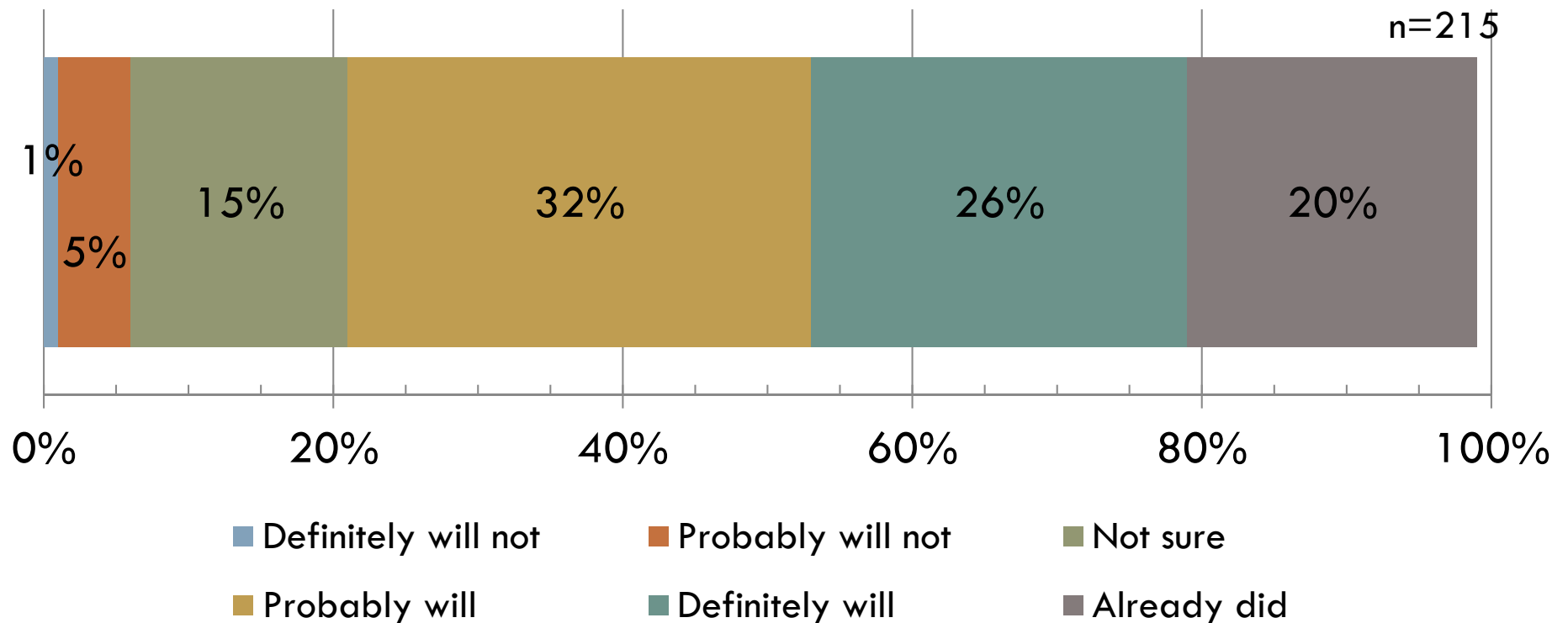
Had you applied for or obtained another internship/fellowship position prior to your participation in the SEIP program?



# Interns & Fellows

20

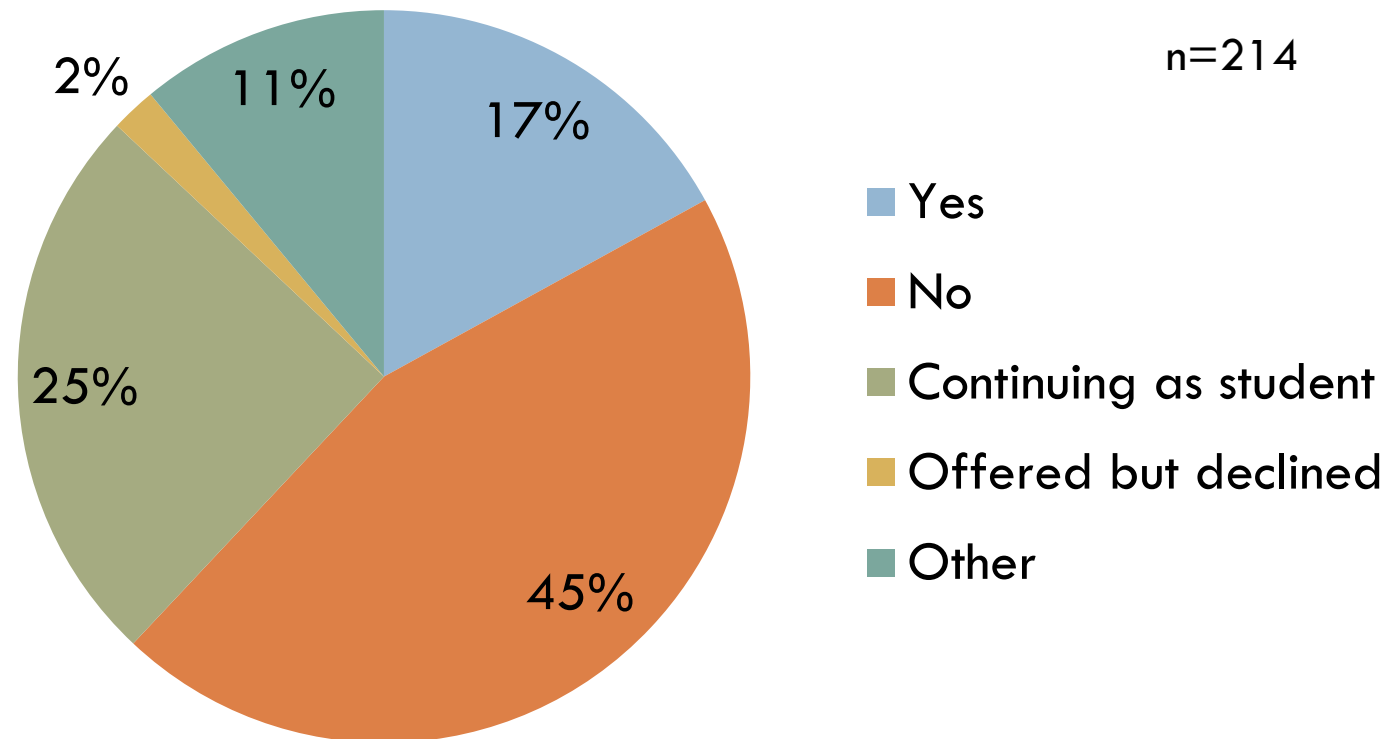
To what extent do you feel that your internship/fellowship will assist you in obtaining full-time employment after college?



# Interns & Fellows

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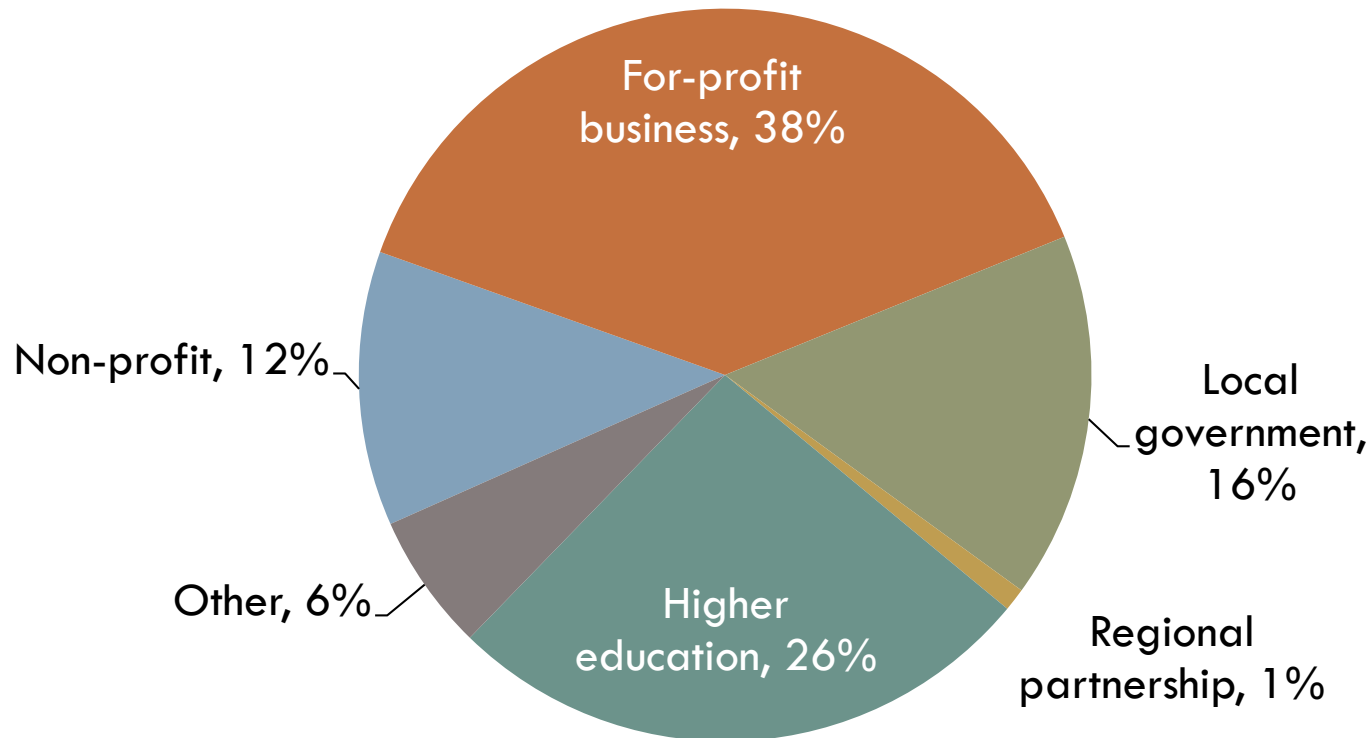
Have you received a full-time employment offer as a result of your SEIP internship/fellowship?



# Host Employers

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Please select the choice below that best describes your organization. n=81

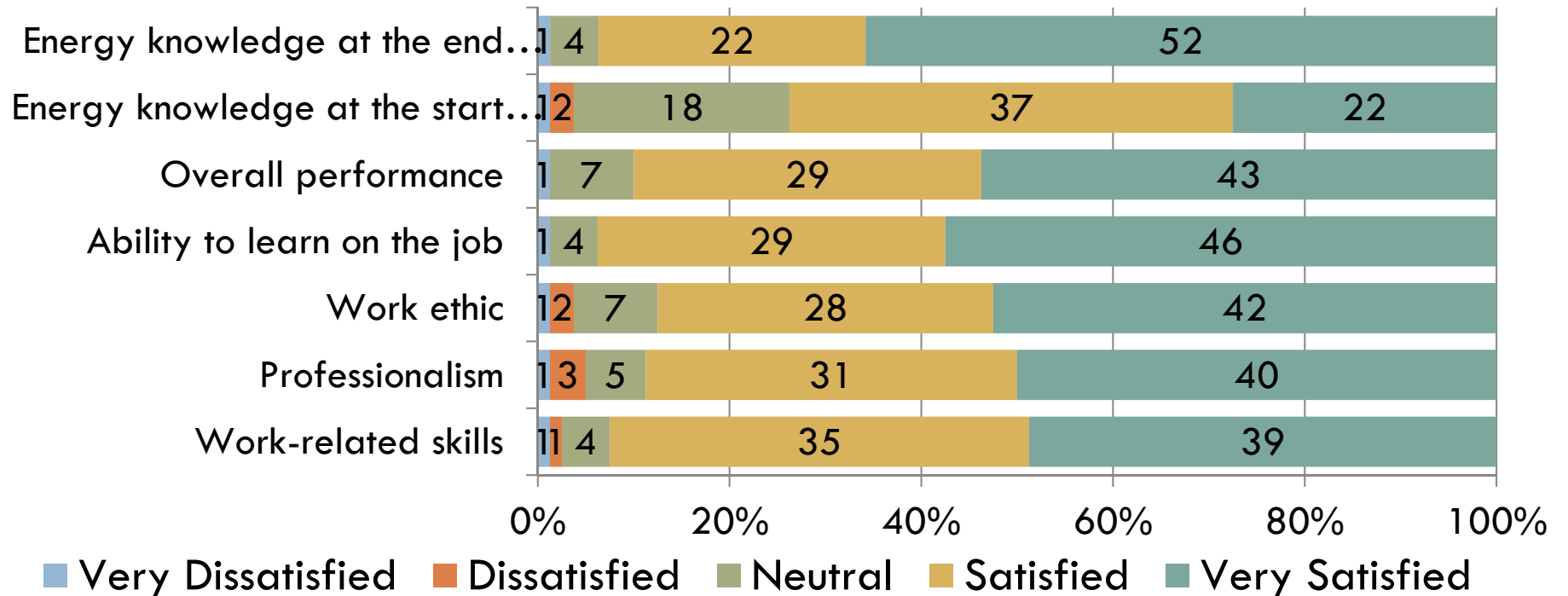


# Host Employers

23

Please rate your level of satisfaction with the interns/fellows who were placed with your organization based on the criteria below.

n=80

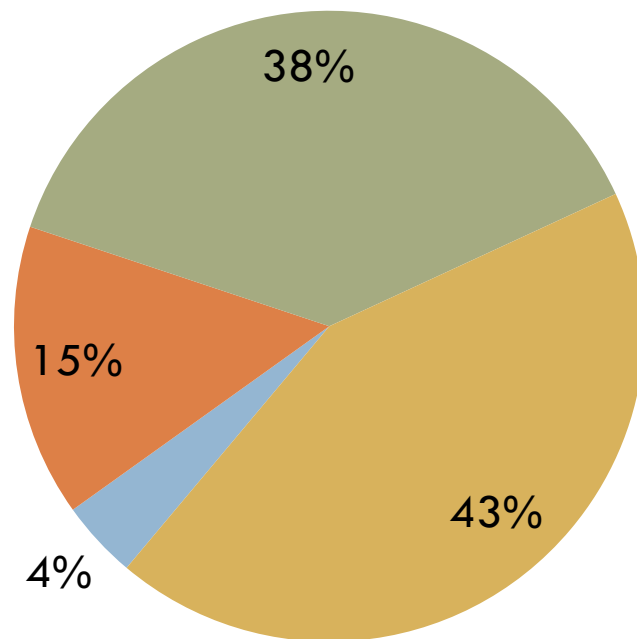


# Host Employers

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Were any interns/fellows placed with your organization offered a job following their internship/fellowship [or are there plans to make an offer(s)]?

n=81



- Yes, filled (or will fill) an existing position
- Yes, created (or will create) a new position
- No, wanted to hire/make offer but not able at this time
- No



# “Lessons Learned” - Awardees

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- **More time:** delays in placing interns and in building relationships with employers.
- **Reporting from:** establish better strategies for intern/fellow reporting of activities.
- **Reporting to:** modify reporting required of awardees.
- **Better direction from SEO:** guidance on best practices for intern/fellow placements.

# “Lessons Learned” – Host Employers

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- **Expectations:** provide an orientation session for employers.
- **Be prepared:** have a plan for the intern/fellow scope of work and a plan for integrating them into the workplace.
- **Make a space:** provide the necessary tools for intern/fellow success.
- **Identify deliverables:** set clear goals for the intern/fellow and provide assistance in meeting those goals.
- **More outreach:** involve more employers; provide more opportunities for interaction among interns/fellows.

# “Lessons Learned” – Interns/Fellows

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- **Pay level:** high enough to cover living expenses.
- **Preparation:** give structured training sessions to better prepare interns/fellows; make expectations clear.
- **Expand opportunities:** include a broader range of employers, particularly with organizations where full-time employment possibilities exist.
- **More interaction:** provide opportunities for interns/fellows across the state to meet and interact.
- **Advertising and Exposure:** do a better job advertising the program and documenting the program’s success.

# Final Comments

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- Host Employers: “Positive experience for the host and the intern;” “Extends our capacity”
- Interns/Fellows: “Great (Fantastic, Phenomenal) experience!” “My internship experience was very beneficial to my career and work future.” “I would like to thank everyone involved in organizing and managing the SEIP program.”