

## If You Post It, They Will Come – Summer Internships Are Brewing

One of Vermont's most valuable resources is also one of its least recognized: The college student. With more than five institutions of higher education located in Chittenden County alone, there is a wealth of affordable talent right in our own backyard, yet few businesses take advantage of it. Perhaps the greatest factor limiting student employment is a lack of awareness on the part of industry. Businesses that have never employed students often don't know where to start.

Whether it's to test their interest in a particular career or to get ahead of the competition come job-hunting time, internships are more popular than ever among college students. The majority of students secure their summer internships by the end of February, so the time is right to post your paid internships on [www.workinvermont.org](http://www.workinvermont.org). Here's some tips on how to make the most out of your summer interns:

- **Post Early.** In order to take advantage of the largest pool of potential interns, list your internship by the beginning of January.

- **Set Expectations.** Many interns do not have a realistic idea of what is expected of them. Encourage managers to have a formal one-on-one with the intern and lay out a set of guidelines and expectations.

- **Build the Relationship.** Students are often too intimidated to approach their office mates and say "hello." Internships are as much about building interpersonal relationships as they are skills training.

- **Create Challenges.** While making photocopies may be part of an intern's job description, it is important that they are able to handle anything that is thrown at them and do it well. Keep expanding on that list of intern tasks.

Post your free paid internship listing today on [www.workinvermont.org](http://www.workinvermont.org). After all, it's a winning situation for everyone: Companies gain enthusiastic and trained assistance at a minimal expense. Students receive practical, hands-on experience that makes them more marketable upon graduation and Vermont's economy prospers with a growing workforce!

## Frederick H. Tuttle Memorial Award Bestowed to C.J. Knudsen

On December 17, C.J. Knudsen was recognized by the Rotary Club of South Burlington for extraordinary vocational service. He is the former General Manager of the Vermont Lake Monsters and serves as Vice Chair of Linking Learning to Life's Board of Directors. C.J. was nominated for the award by Rich Tulikangas, Executive Director of Linking Learning to Life.

C.J. has been an outstanding partner with Linking Learning to Life (LLL) over the last four years, helping to create and support exciting work and learning opportunities for Chittenden County high school students. He worked with LLL to create the Youth Work Crew program, which gives students from alternative education programs the opportunity to do paid maintenance and improvement work at Centennial Field in the summer.

C.J. additionally helped secure funding from the New York Penn League Foundation to help finance the program on an on-going basis. He also partnered with LLL and Ben & Jerry's to launch the Cones to Careers program,

which employs students to sell ice cream at Vermont Lake Monsters games. In addition, C.J. has taken on high school students for internships with the Vermont Lake Monsters through the TIPS (Training Interns & Partnering for Success) program. He has always been willing to open the baseball club's doors to young people who are interested in work and learning opportunities.

In January of 2007, LLL was the Vermont Lake Monsters' non-profit partner and beneficiary at their Hot Stove Banquet. In one night, over \$8,000 was raised to directly support youth participating in LLL programs. C.J. provides an outstanding example of how a relatively small business organization can play a huge role in helping young people complete high school and successfully prepare for employment and continuing education.

Because of C.J.'s efforts, many Chittenden County area youth have gained paid employment, 21<sup>st</sup> century job skills, leadership, basic life skills and more. He continues to be a great supporter of LLL's mission.