

**July 2021**

## **Paid Internships Lead to Positive Employment Outcomes**

### **Overview:**

Research suggests that students who participate in one or more paid work experiences while they are still in school are much more likely to be successful in finding and maintaining meaningful employment after they exit school (Carter, et al., 2012).

### **Why Paid Internships Lead to Successful Employment Outcomes:**

- An internship allows a jobseeker to try out the environment and job tasks they are interested in, without fully committing to a permanent job.
- Internships provide opportunities to develop new or build upon existing skills.
- Internships help family and other supports experience first-hand the value and benefits of employment.
- An internship provides a setting to further discover what works and what doesn't in regard to job tasks, needed support or work conditions that are best for the jobseeker.
- Paid internships provide an opportunity for employers to develop positive attitudes toward hiring and supporting individuals with I/DD within their businesses.

### **Internships Through WIOA:**

The Workforce Innovation and Opportunity Act (WIOA) Youth Program has resources that allow for a student aged 14-24, to participate in an internship where they are able to be paid, just like an employee.

Students work with an employment service provider to receive either customized employment or supported employment services. While the student is working with the employment specialist, they may apply for WIOA Youth Services. A local WIOA Youth Counselor can assist with the application and eligibility process. The employment specialist will take the lead on seeking out the internship opportunity based on the vocational themes, skills, interests and needed conditions of the job seeker.

Once an internship opportunity has been identified, both the employment specialist and the WIOA Youth Counselor work with the employer to negotiate the details of the paid internship. The job seeker is put on the employer's payroll and Workforce Services reimburses the employment for the wages and earnings of the job seeker for three months.

Educators can reach out to WIOA Youth Counselors from their local Department of Workforce Services Office to refer and connect students to WIOA Services.

### **Internships Through Pre-Employment Transition Services and Vocational Rehabilitation:**

Work Based Learning Experiences (WBLEs) may be available through Pre-Employment Transition Services (Pre-ETS) contracts offered through the Department of Workforce Services-Utah State Office of Rehabilitation (DWS-USOR). Pre-ETS contracted services are provided through community partner organizations and are available to Vocational Rehabilitation (VR) eligible and potentially eligible students with disabilities in Utah.

To learn more about possible contracts in your area, you can visit:

<https://jobs.utah.gov/usor/vr/services/student/preetshandout.pdf>

In addition to the Pre-ETS contracts, DWS-USOR can support students who are eligible for VR services with WBLEs and Temporary Work Experiences (TWE) through fee for service options.

TWEs include job coaching and the WBLEs includes employer training fees so the employer can be paid like an on-the-job trainer to work with the students. Both TWEs and WBLEs require the employer to pay the student wages that commensurate with the wages for the position.

### **Summary:**

Internship experiences accessed through WIOA Youth Program or Pre-ETS and Vocational Rehabilitation allow transition age youth opportunity to explore in-depth, the area of employment that matches their interest, while applying existing and developing new work skills.

### **Learn more:**

- Temporary Work Experiences- <https://jobs.utah.gov/usor/vr/about/chapterthirty.pdf>
- Work Based Learning Experiences- <https://jobs.utah.gov/jobseeker/career/index.html> (Page 18)
- WINTAC - <http://www.wintac.org/topic-areas/pre-employment-transition-services/overview/work-based-learning-experiences>

### **Cite Us!**

Hess, K. (2021). Paid Internships Lead to Positive Employment Outcomes [Fact sheet]. <https://ceiutah.com/wp-content/uploads/2021/06/cei-july-factsheet.pdf>

### **References**

Carter, E. W., Austin, D., & Trainor, A. A. (2012). Predictors of Postschool Employment Outcomes for Young Adults with Severe Disabilities. *Journal of Disability Policy Studies*, 23(1), 50–63. <https://doi.org/10.1177/1044207311414680>