Yale University President’s Public Service Fellowship

Request for Placements • Summer 2020

(Use 14 pt. font for all responses)

• Organization: New Haven Promise

• Full street address of organization (Fellows must be provided with a desk and computer at placement site and cannot work remotely): 28 Lincoln Way New Haven, CT 06510

• Website: www.newhavenpromise.org

• Name and title of person who will be the Fellow’s direct supervisor (the supervisor must be available to supervise Fellow on a daily basis): Patricia Melton, President of New Haven Promise

• Phone number and e-mail address of proposed direct supervisor: 203-776-6473 (x4105) patricia@newhavenpromise.org

• Placement dates (8-11 weeks between Tuesday, May 26 and Friday, August 7, 2020):

  Are placement dates flexible? If so, please describe: Yes, however, the fellow must be able to work through the Scholar Celebration that occurs the 2nd full week of August. Is it possible for the scholar to start a week later and extend a week at the end of the engagement?

• Proposed work schedule (placements should be equivalent to full-time and not more than 37.5 hours/week):

Placement Description

• Organization description
  The mission of NHP is to build a culture in the public schools in which students aspire to attend and graduate college; to provide financial incentives and support for those
students; and to facilitate their return to live, work, and serve in the greater New Haven community.

New Haven Promise (NHP) is a scholarship and support program that promotes college completion for New Haven public school students; builds parent, community and business engagement to assist students to and through higher education; and enhances the growth and stability of the City of New Haven through an educated, skilled and volunteer minded workforce.

- Write a 1-2 sentence summary of the work that the Fellow would be conducting

The Fellow will build upon a series successfully piloted by our 2019 PPSF who created and organized a professional development enrichment module that included public speaking through Pecha Kucha (an innovative and engaging model for public speaking) and other soft skills development that New Haven Promise Scholars who have been placed in internships at Yale and throughout the city of New Haven were able to benefit from.

- Write a more complete description of the specific project you propose and list the duties/outcomes expected of the Fellow. (Suggested length: one to two pages.)

New Haven Promise is at our core, an economic development program that utilizes a college tuition benefit to engage and motivate students to aspire to attend college, to get through college and to return and launch their career and civic lives in the city of New Haven. We follow our scholars for an eight to ten year trajectory until they are placed in livable wage jobs and eventually careers in the Greater New Haven region. With a population that is nearly 80% 1st Generation to college attendees and whose family incomes are below $60,000, most of our scholars come from blue-collar working-class families as opposed to white-collar households. Our goal is to change the outcomes and move our scholars solidly into the middleclass.

Many Promise Scholars hail from the most underemployed and unemployed neighborhoods and need to strengthen soft skills that employers articulate they wish to see in prospective hires. Students who are not polished do not receive placements in our internship programs. It is critically important to not only work with scholars who are placed but also to provide some programming for our scholars who wish to be placed in our paid internship program and eventually entry-level jobs.

New Haven Promise has a career launch program that provides high-quality internships across a variety of employment sectors during the summers and positions our scholars
to be competitive in securing prized career entry-level positions after college. As early as the summer after the first year of college, scholars participate in a premiere internship fair held during the first week of January over winter break at Lanman Center on the Yale campus. Increasingly, to be competitive, scholars must improve their interviewing, resume writing and public speaking skills to appeal to hiring managers that have high expectations for performance. The internship program has been wildly successful in getting our scholars placed in summer engagements (200 in summer 2019) but now with nearly 150 scholars graduating with their college degrees, the next step is to secure permanent placements into entry level jobs. Competition and expectations are much more higher and thus, we specifically need to become more structured in training and coaching for performance and placement of scholars into competitive jobs and careers.

The summer internship season runs from late May through August. These three-month paid internships are a chance for scholars to practice their soft skills through networking sessions, through extemporaneous speaking opportunities and presenting on their summer projects to their hiring managers and their peers across the university. Those scholars who are rising seniors in college will participate in entry-level ready career opportunities during the summer of 2020.

Deliverables include:
1. Research various professional development opportunities appropriate for New Haven Promise summer scholar interns and pre-entry level jobs and careers.
2. Revise the budget for the PD events, Pecha Kucha event and prizes, National Intern Day and the video recording of Pecha Kucha. Develop specific scope for rising college seniors who will be looking for their first entry-level career focused job post graduation.
3. Select at least a PD activity for each week throughout the internship season.
4. Organize at least three PD activities for Promise Scholars not placed in internships that will improve their chances for placement in the future.
5. Market and promote PD opportunities and enlist participants throughout the summer.
6. Develop a public speaking event that incorporates the tenets of Pecha Kucha presentations and enlist 10-15 presentations given to an audience of peers with prizes for the top five performers.
7. Organize a judging committee for the Pecha Kucha event.
8. Provide technical assistance to support those planning to participate in the Pecha Kucha event.
9. Arrange to have the Pecha Kucha event taped for later review by the presenters.
10. Assist with the planning of National Intern Day, July 30, 2020 and activities that will showcase at least 8 scholar team presentations.
• Write a more complete description of the specific project you propose and list the duties/outcomes expected of the Fellow. (*Suggested length: one to two pages.*)

List specific skills/experience required for the project: An ideal candidate for a summer position at New Haven Promise would be a student who is excited about the mission of Promise and committed to the idea that furthering education is the path most likely to change a family and a city. A candidate must possess the confidence and charisma to engage urban students and families and the ability to lead them to a desirable outcome by working to galvanize communities toward improved outcomes. Exceptional written and oral communication skills are strongly desired as well as innovative and creative thinking and the desire to learn from multiple perspectives. Good organizing and event planning skills are a must. Be willing to analyze and pivot in a fast-paced working environment are also welcome assets. Able to problem solve through barriers and challenges that may arise. The successful candidate will be able to multitask and learn quickly our culture in order to develop a program that can make an immediate impact. The fellow will have to immerse themselves in a number of activities that will help in understanding our mission and must be a self-starter, able to work independently with minimal supervision, is flexible and can operate in ambiguity. The fellow will be given freedom to develop the program but will receive constructive feedback throughout the process. Able to develop a budget to meet program needs.

• Additional requirements (e.g. a car or weekend working hours). If a car is required, include information regarding parking arrangements and mileage reimbursement):

While a vehicle is helpful, most of the work – event outside of the office – will take place within New Haven and can be reached by public transportation (and the Yale shuttle).

• Briefly describe the work that Yale PPSF Fellows have done with your organization in the past and present. If you have not worked with Yale Fellows, describe any work that Yale students have done with your organization.

Max created and implemented a professional development series for New Haven Promise Scholars. (See below).

Jennifer performed qualitative research (focus groups, data and content analysis) to identify the barriers students faced in college. She developed a survey and made recommendations on how New Haven Promise and its partners can better support college students who struggle or get off track to degree attainment within the four year time period.

Solomon developed a Theory of Change for parent engagement by integrating the Pathways to Promise toolkit developed by College Summit with New Haven Promise’s early Parent Booklet. A parent calendar was created that has college access milestones and important dates for activities that can involve parents in the journey toward college matriculation, success and graduation. It has guided our outreach and set the foundation for continued parent involvement.

Jessie developed a near-peer ambassador pilot program that received mention and recognition from The White House Call to Action College Opportunity Day under the Obama administration. The ambassador program was piloted on four campuses – Yale, Gateway to College, Southern Connecticut State University and University of Connecticut. The pilot will be fully implemented in the 2015-2016 academic year.

Carl Chen performed primarily a combination of student engagement and in-house Promise programming before the arrival of current President Patricia Melton. One of his most meaningful initiatives was to design and organize a Promise alumni scholar network that supports scholars through college and to prepare them for their eventual return to New Haven as workers and contributing citizens to their community. An example of a success story involved a freshman Promise scholar, who admitted to having difficulty navigating the social and academic aspect of the University. Another scholar at the event took her under his wing and involved her in the organization he founded to help New Haven youth apply to college. She became the president of that student group.
AHEAD OF THE GAME
PROFESSIONAL DEVELOPMENT GIVES PROMISE SCHOLARS A LEG UP FOR JOBS

At Brian Ferrente's professional development workshops, participants rarely introduce themselves to him. But at an event with New Haven Promise scholars, he was pleasantly surprised that “a number of students introduced themselves before I even started talking,” he said.

Ferrente was leading an event on interviewing as part of Promise’s professional development program this summer. Scholars interning at Yale University and around New Haven were invited to a series of “Lunch & Learn” sessions designed to develop students’ professional skills. We covered topics ranging from LinkedIn profiles to financial literacy. J. Crew even hosted a professional attire event, with a few scholars modeling work-ready outfits.

In today’s job climate, the demand for professionally developed students is increasing. “Students need to understand what it is to work in a professional environment earlier,” said Robyn Acampora, who led Promise’s Lunch & Learn on networking. Indeed, according to one Forbes article, less than half of employers feel confident in the professionalism of college graduates. Ben Duster, corporate governance expert and member of the Promise Council, supports scholars’ careers, echoing this sentiment. “To have maximum impact, students must take every opportunity they can to develop and enhance their professional and interpersonal skills to complement their technical knowledge.” Our summer Lunch & Learns sought to maximize scholars’ impact.

Amaryia Cordova, UConn ‘22, was a keen participant in our program and her supervisor at Yale’s Finance Department strongly encouraged her to attend. In job interviews, Cordova often stumbled on the question of: “What is your biggest weakness?” But after the interview and Lunch & Learn, she gained confidence to answer the question as Ferrente had broken down all the types of tough questions that candidates face. Although her college had offered her professional development resources, she said that she took greater advantage of Promise’s program because it was during her internship — and her lunch break.

A student at Eastern, Amariah Rodriguez, ECSU ’23, felt motivated after attending the workshops. Once she understood the skills required to achieve career success, she began to take responsibility for her future. If you encounter Rodriguez today, for example, you might receive one of her new business cards.

Both Rodriguez and Cordova agreed that their college peers weren’t taking advantage of the career center on campus. One piece of advice Ferrente would give to incoming college students: don’t assume that professional development comes with the college experience. Students are “responsible for piecing together what you are to take away” from college. If students wish to prepare for their career, they are responsible for tapping into professional development resources.

The same could be said for New Haven Promise scholars. Our data shows that scholars who attend our resume workshops are twice as likely to be hired as summer interns than those who don’t. Simply put, students who utilize professional development resources will be better prepared to enter the workforce, even though that might feel far away.

Maxine Himpe, who served as a Yale University President’s Public Service Fellow this summer, oversaw professional development programming for Promise scholars.

LUNCH & LEARNS
SUMMER ’19

LINKEDIN
Organization: Yale-New Haven Hiring Community Initiative
Facilitators: Kelly Douglas & Nicholas Barone, Candidate Development Specialists
Venue: Yale HR Department, 221 Whitney Ave

INTERVIEWING
Organization: Yale Office of Career Services
Facilitator: Brian Ferrente, Senior Associate Director at Yale OCS
Venue: Community Foundation for Greater New Haven, 70 Audubon Street

RESUME
Organization: Yale-New Haven Hiring Community Initiative
Facilitator: Chris Brown, Director of Yale-New Haven Community Hiring Initiative
Venue: Yale HR Department, 221 Whitney Ave

NETWORKING
Organization: Yale Office of Career Services
Facilitator: Robyn Acampora, Director of Strategic Initiatives and Public Service Careers
Venue: Health Haven Hub, 195 Church Street, 9th Floor

PROFESSIONAL ATTIRE
Organization: J. Crew New Haven
Facilitator: Collin Rooney & Jessica Golem-Beski, Store Managers
Venue: J. Crew New Haven, 29 Broadway

FINANCIAL LITERACY
Organization: Connex Credit Union
Facilitator: Jessica Drury, Service Co-Ordinator at Connex & graduated Promise scholar
Venue: Sterling Memorial Library, 120 High Street

SOURCES:
what-every-college-student-should-be-doing-for-career-
success/#26bda5c65c4

Chris Brown, the director of the Yale Community Hiring Initiative, worked with Promise scholars at a number of scholar events, including a well-attended resume workshop.
SPEAK UP
SCHOLARS PARTICIPATE IN A PUBLIC SPEAKING COMPETITION WITH MAJOR BENEFITS

This Summer, Hector Rivera, Hamilton ’23, wanted a challenge. While working at the Yale University Library as an Ebook Analysis Intern, his supervisor asked him to give a presentation. Although he felt confident in public speaking, he still sought ways to improve his presentation skills.

At the same time, New Haven Promise offered scholars the chance to participate in our PechaKucha public speaking competition for interns. This was an opportunity that Rivera couldn’t miss.

The format of the competition particularly appealed to him. PechaKucha is practiced around the world. It’s very simple: you show 20 slides of images; every slide plays for 20 seconds, and you talk along to the images. During high school, Rivera had been used to 15-minute Senior Capstone presentations. But our competition offered a different way of presenting that encouraged him to “learn new things,” he said.

Tea Gray, LC’22, participated in our PechaKucha competition for a different reason. She had not taken advantage of public speaking at college and wanted to “get back into it.” She knew that public speaking skills are like a muscle — you have to keep exercising those skills in order to succeed. Gray appreciated that public speaking would be important throughout her life and career.

Brian Ferrente, the Senior Associate Director at Yale’s Office of Career Strategies, couldn’t agree more. When asked what he thought students most needed to work on before entering the workforce, he answered “public speaking” without missing a beat. Skills in public speaking, he said, “touch on every aspect of your career: your ability to connect with audiences, to communicate efficiently, to improvise, to write well...”

According to a survey by Prezi, 70 percent of Americans agree that public speaking skills are critical to their success at work. In 2014, billionaire entrepreneur Warren Buffet suggested that employees’ value increased by 50 percent if they were competent public speakers. In fact, PechaKucha first emerged in the architecture field as a way for junior architects to improve their presentation skills. The format has always revolved around the professional development of budding employees. New Haven Promise knew that organizing this competition would boost our scholars’ all-important presentation skills both during college and beyond.

We offered a series of workshops to prepare our PechaKucha presenters. The very first workshop was run by Jo Wilcox, the organizer for PechaKucha New Haven. Gray and Rivera remembered how exciting the workshop was. Rivera enjoyed how they had to introduce themselves in 20-second intervals, to familiarize them with the format. He didn’t know many scholars before he joined the competition but the event provided him with an opportunity to connect with like-minded students from his city.

Wilcox found working with scholars helped “center her in the community.” Indeed, Artspace invited the winner of our competition to present at their city-wide Open Studios on October 23rd for a special PechaKucha event, on the theme of “Older, But Younger.” Moreover, our competition judges include New Haven community arts leaders Malik Lewis and Nice Whealon — the Executive Director of the exciting new Dixwell community arts center, NXT+HV. Not only did our competition provide students with life-long skills; it also brought them closer to the city that has given them so much.

Max Himpe, who served as a Yale University President’s Public Service Fellow this summer, oversaw professional development programming for Promise scholars.

PechaKucha Events Summer ’19

**INTRODUCTION TO PechaKucha**
Facilitator: Jo Wilcox, Organizer for PechaKucha New Haven Venue: Co-working space, Agora, 760 Chapel

**PUBLIC SPEAKING WORKSHOP**
Facilitator: Lynda Paul, Lecturer and Asst. Director of Undergraduate Writing at Yale Venue: Pierson College, Yale

**FEEDBACK SESSION**
Facilitator: Isaac Bloodworth, graduated Promise scholar & Museum Technician at Yale Center for British Art & Theatemaker Venue: Morry’s Restaurant, 306 York Street

**FEEDBACK SESSION**
Facilitator: Maximilian Himpe, Yale President’s Public Service Fellow at New Haven Promise Venue: Tsai City, 254 Elm Street

**SOURCES:**
https://publicspeakingtechblog/why-public-speaking-career/(93%ofcompanydirectorsthoughtpresentationskillswereimportanttocareersuccessthanintelligenceorfinancialaptitude)