


FYP 2025 Internship Program

Notes on Summer/Fall 2024 Internship Program:

1. We've completed the first iteration of our Internship Program. There were 3 individuals that participated as interns: Ji Min Sung, Reem Abdulhameed, and Shufan Wang. There were 3 full members of FYP that participated as Mentors: Myself, Joanna, and Sahith.
 2. Accomplishments: Ji Min, Reem, and Shufan all contributed to a piece of FYP, from our website to this year's event to conducting research. They've each completed an internship and been introduced to the organization. So far, 2 of the 3 have contributed beyond the term of their internship.
 3. Areas for improvement (incomplete list): being told to do whatever they desire within FYP resulted in early lack of direction, strictly online communication comes with a sense of disconnection that makes mentorship challenging, attendance/lack of consequences for not attending
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Goals

Introduce Interns to FYP

An internship is a great way to introduce individuals who have the skills and desire to make a difference in the world to ForYouPage. Ideally, they'll want to formally join post-internship.

Build Confidence in Skills

Returning agency to youth starts with building confidence in their skills, whatever they may be. By the end of the internship they will have a project or contribution that they can proudly put on their resume and confidence in their own abilities.

Community Connection

At the end of the internship, these people should have a new community. Whether it's FYP, the mental health NP Community, or their own local community.

Challenges

Challenge 1

Introduction

ForYouPage is conceptually slippery. The interns from this past cycle had a tough time understanding exactly what FYP is and their place within it.

Challenge 2

Mentorship

Mentorship this past cycle was informal and inconsistent. A good internship hinges on having good mentors and effective/consistent guidance from those mentors.

Challenge 3

Involvement

The program this past summer did not have clear enough things for interns to participate in. Expecting interns to know what they want to accomplish in the org at the start is unrealistic.

Solution

A formalized internship program.

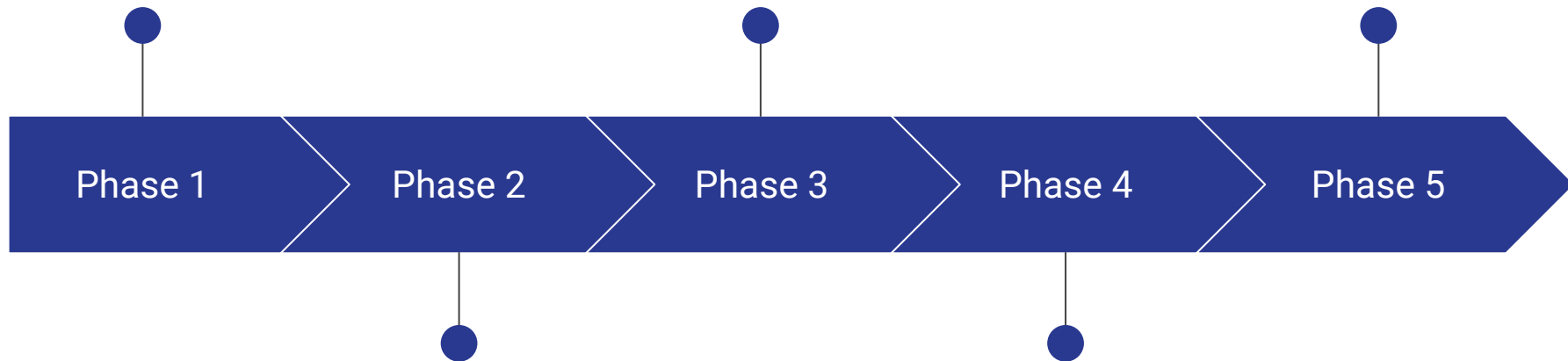
Creating a formalized internship program with a clear schedule, knowledgeable and enthusiastic mentors, and preset “tracks” to choose from will improve upon the previous internship model and allow for better accomplishment of the set goals.

Implementation

Week 1: Interns will complete FYP's comprehensive introductory module and

Weeks 3-6 Interns will work closely with their mentor on their ongoing project(s)

Weeks 9-12: Interns will work on their individual initiative with guidance from mentors when needed.



Week 2: Interns will choose a track and be paired with a mentor that suits that track and their skills best

Weeks 7-8: Interns will begin work on their own individual initiative, still under heavy guidance from their mentor

Internship Tracks

Research: Interns will learn research methods and apply them to research within or adjacent to FYP, working with one of our many members with research background. Ideally they would be able to help with ongoing research and put their name on a paper.

Technical: Geared towards coding and computer skills in general, this track will introduce interns to FYP's technical side. This could look like working on website features, wiki optimization, or any other upcoming technical projects within or adjacent to FYP with their mentor.

Event Planning/Involvement: In this track interns will be directly involved in planning the event under the tutelage of their mentor. They will be introduced to the Mental Health NP community and gain event planning and interpersonal skills, as well as managerial skills.

Community/Grassroots: This track is for individuals looking to make a difference in their current communities, local or digital. Interns will study grassroots movements, community organization techniques, and interpersonal techniques in order to start or complete a community project of their own with the help of their mentor.

What's Needed to Successfully Execute?

- A comprehensive module that introduces new people to FYP's operations, structure, and goals. Ji Min and myself (Connor) will be working on this and will present it once complete
- Dedicated and available mentors. In order to make this work well, we need to have at least 1 mentor for every 2 interns. Each mentor needs to have the time to mentor and the expertise in that field to do it effectively.
- Things for the interns to do. While it sounds great to say that our internship allows interns to do whatever they want to within FYP, that's a very hard thing for someone who is new to the organization to choose. If we can build up a cache of smaller tasks for interns to complete before the internship starts, they will come away from the first few weeks with a sense of accomplishment and confidence in their abilities. This can also be accomplished by creating space in ongoing projects for interns to work and learn.
- Community. Interns will view FYP best and operate most effectively within it with robust social connection with the members. While the mentors will guide the interns, other members of the organization need to make an effort to connect with one or two of the interns each, to integrate them into the FYP community.

Funding

TBD

Costs: \$500 pay per month per intern,
\$700 pay per month per mentor

With a goal of 5 interns for the Spring
semester program and 3-5 mentors,
total cost per internship cycle is
\$4600-\$6000 total

Expected Impact

Through our FYP Internship Program, we aim to directly and indirectly impact 1500 people per year. Interns will develop both their own skills under the mentorship of a current

Questions?

Ask them now or forever shut up (jk)