



FROM START-UP TO STANDOUT

*BUILDING A SUSTAINABLE DISTRICT-WIDE HIGH
SCHOOL INTERNSHIP PROGRAM*

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Date





Session Overview:



**Learn from a proven model
(EBR LEARN & EARN).**

**Explore how to build a district-
wide internship program.**

**Engage in hands-on planning
activities.**

**Leave with tools, templates,
and next steps.**

PARTICIPANT SURVEY

Where are you in your internship journey?

- No program yet
- Pilot stage
- Established program
- Scaling district-wide



PROGRAM OVERVIEW



THE EBR SCHOOLS LEARN & EARN APPROACH

Intentional. Structured. Supported.

- **Paid, credit-bearing** internships
- Minimum **110 hours (106.2)** of field experience
- **27 hours (26.55)** of classroom instruction
- Embedded **professional development** for student interns
- Individualized **training plan & designated mentor**
- School-system oversight & **structured support**

HIRING WITH PURPOSE

Align Roles to Career Pathways & Industry Credentials

- Clearly **defined** job descriptions
- Project-based, **meaningful** work
- Alignment to **Louisiana Workforce Pathways**
- Support toward **Industry-Based Credentials (IBCs)**
- Exposure to **high-wage, high-demand** sectors

TRAINING & MENTORSHIP

Preparation Precedes Performance

- Required **individualized training plan**
- Designated **mentoring supervisor**
- Regular **check-ins & measurable goals**
- **Exposure** to leadership & cross-functional teams
- Formal performance **evaluations**



PROGRAM GOALS



GOALS

Program Goals

- Increase **student employability and career readiness**
- Provide access to **high-quality work-based learning**
- Support earning:
 - Course credit
 - Industry-based credentials
- Strengthen **education-to-workforce alignment**
- Promote **equity and access to opportunities**

GOALS: STRATEGIC GROWTH GOALS

2026 Strategic Targets

Program Expansion

- 400 Student Interns (Summer 2026)
- Expansion of internship placements across industries
- Increased access for students across all high schools

Business Partnerships-LE100

- 100 Committed External Business Partners
- Recognition tiers based on engagement
- Multi-year commitment opportunities
- Strengthening workforce pipelines



LE 100 PARTNER TIERS

Recognizing Commitment to Talent Development

LE100 Founding Partner

Existing Partners with three or more consecutive years of participation

LE100 Committed Partner

Partners with a confirmed multi-year commitment

LE100 Emerging Partner

Partners entering with a multi-semester commitment

LE100 Partner

Participating partners

JOIN THE LE 100
PARTNERSHIPS THAT FUEL TALENT AT FULL SPEED!

JOIN THE RACE TO BUILD THE FUTURE WORKFORCE!
2026-2027
BE ONE OF THE 100!
AN OFFICIAL PARTNER OF THE EBR LEARN & EARN INTERNSHIP PROGRAM

EBR
EAST BATON ROUGE PARISH SCHOOL SYSTEM
WORKFORCE DEVELOPMENT
CTE CTC



HOW THE PROGRAM WORKS



HOW THE PROGRAM WORKS

Program Structure

- Students participate in:
 - **On-the-job internship experience**
 - **Classroom instruction / bootcamp**
- Each student receives:
 - Individualized training plan
 - Workplace mentor
 - School system support

HOW THE PROGRAM WORKS

Internship Types

- \$1,500 stipend
- Job placement aligned to career goals
- Structured schedule
- Transportation may be provided (summer)

HOW THE PROGRAM WORKS

When Internship Happens

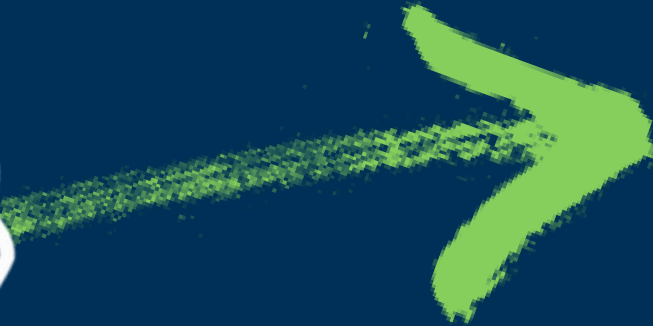
Summer Session

- Bootcamp: Early Summer
- Internship: JUN-JUL

Fall/Spring Session

- Coursework: AUG-MAY
- Internship: SEP-APR

- Internship ends after required hours are completed
- Student may continue in a volunteer or employment capacity



STUDENTS



BENEFITS

Benefits for Students

- Earn **pay + course credit**
- Gain **real-world work experience**
- Build **professional skills**
- Develop **career clarity**
- Access **mentorship and networking**
- Increase **graduation motivation**

IMPACT ON STUDENTS

From Exposure to Empowerment

- Professional identity development
- Increased graduation motivation
- Workplace competencies
- Postsecondary clarity
- Industry credential advancement



NYSSIAH



IMPACT ON STUDENTS

School- McKinley High

Site- Car Dealership

- **Parts Management**
- His four ASE certifications has prepared him for this experience because they give him insight on how the technicians work and that they need.

QUICK FACT

Nyssiah's earning National Institute for Automotive Service Excellence certifications made him a top candidate for this opportunity.





SAYURI

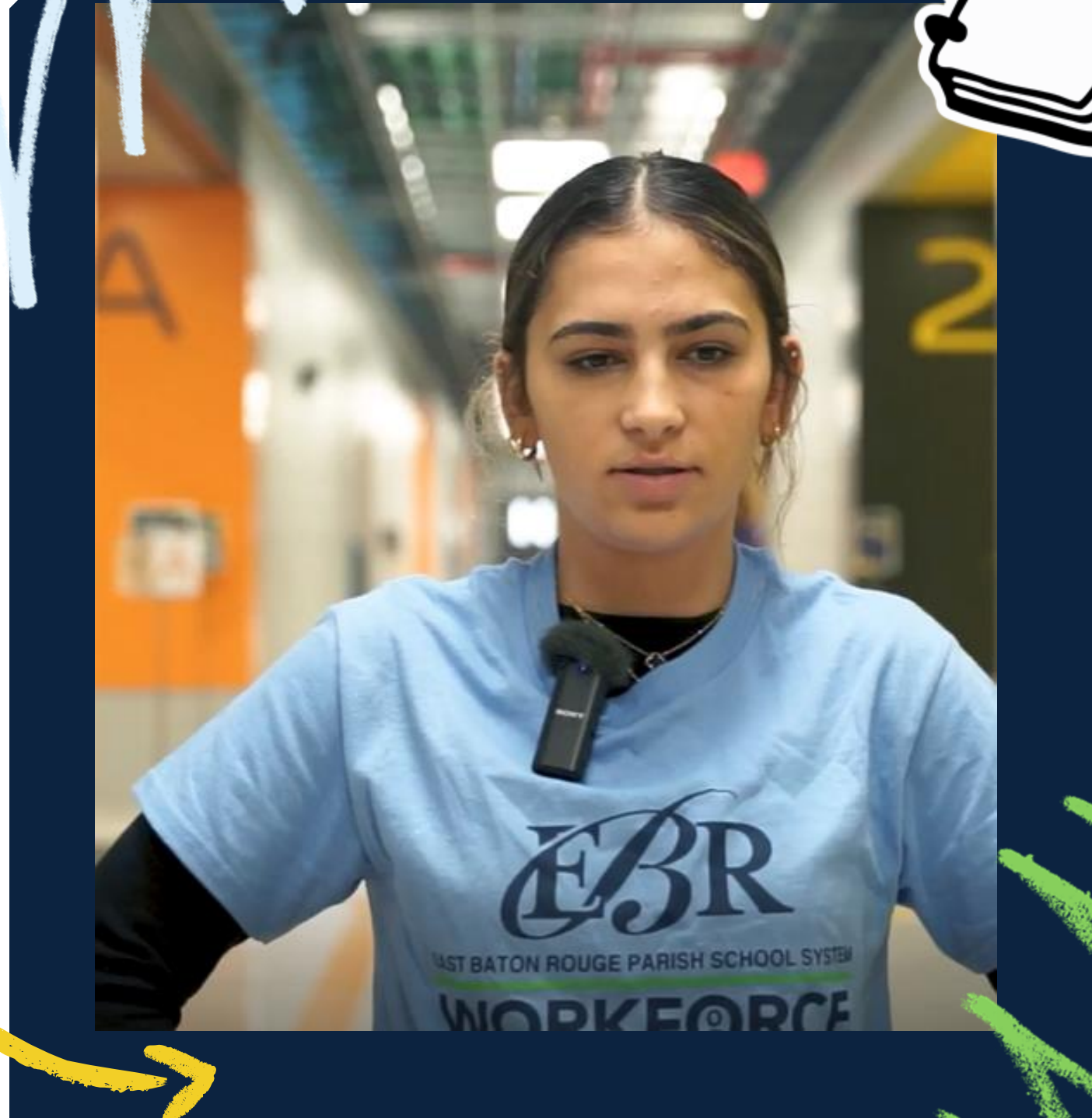
IMPACT ON STUDENTS

School- McKinley High

Site- PreK Center

- **Front Desk Operations**
- Communicating has been the biggest part of her internship experience. Define Learning has helped her with interview templates and budgeting.





JENA



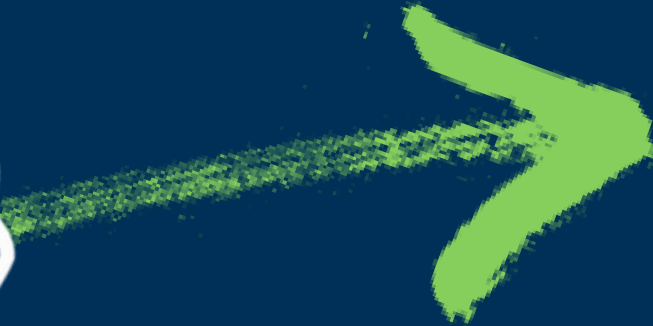
IMPACT ON STUDENTS

School- Woodlawn High

Site- Restaurant

- **Hostess**
- Through **Defined Learning** she has learned how to navigate difficult situations and how to confidently communicate with customers.





BUSINESSES



BENEFITS

Benefits for Business Partners

- Access to **emerging talent**
- Increased **productivity**
- Build a **future workforce pipeline**
- Reduce **recruitment costs**
- Strengthen **community impact & brand**

IMPACT ON EMPLOYERS

Return on Investment

- Access to emerging talent
- Increased productivity
- Reduced recruitment & onboarding costs
- Strengthened brand reputation
- Added visibility & free marketing
- Louisiana Work-based Learning Tax Credit
 - Act 376 (**\$2.50 per hour per intern**)



COMMUNITY



IMPACT ON THE COMMUNITY

Programs Become Pipelines

- Workforce alignment to regional industry needs
- Equity in access to opportunity
- Stronger school-business ecosystems
- Sustainable economic strategy



BUILDING THE FOUNDATION



THE WHY + WHAT IS AN INTERNSHIP?

- Workforce demands require real-world experience
- Internships bridge education and career pathways

PURPOSE

Why This Program Exists

- Provide **real-world career exposure**
- Build a **strong workforce pipeline**
- Align student learning with **industry needs**
- Support **business partnerships and community impact**

WHAT MAKES A HIGH-QUALITY INTERNSHIP PROGRAM

- Aligned to career pathways (high-wage, high-demand careers)
- Structured with supervision and feedback
- Inclusive and equitable access

PROGRAM LIFECYCLE OVERVIEW

- Start-Up → Build and pilot the program
- Expansion → Scale across schools and partners
- Sustainability → Secure systems and funding
- Growth → Increase impact and innovation



SCALING FOR IMPACT



START-UP PHASE (BUILDING THE PROGRAM)

- Funding & Structure
- Recruitment
- Pilot Size Options
- Student Requirements

EXPANSION PHASE

- Increase number of students and partners
- Expand across multiple schools
- Standardize:
 - MOUs
 - Student onboarding
 - Employer expectations
- Increase access and equity

SUSTAINABILITY PHASE

- Secure ongoing funding streams
- Embed program into district structure
- Assign staff roles
- Maintain long-term partnerships

GROWTH & INNOVATION

- Expand industry sectors
- Increase student access (target 400+)
- Launch recognition initiatives (e.g., LE100)
- Use data to improve outcomes



APPLYING THE STRATEGY



CASE STUDY ACTIVITY

- Analyze a district scaling scenario:
- Identify barriers
- Propose solutions
- Share insights

STAKEHOLDER ECOSYSTEM



- District leadership
- Schools & educators
- Employers
- Community organizations
- Higher education

THINK-PAIR-SHARE




- What partnerships do you have?
- What gaps exist?

BUILDING STRONG PARTNERSHIPS

- Clear value proposition
- Consistent communication
- Recognition and engagement



STRENGTHENING SYSTEMS



PROGRAM INFRASTRUCTURE & OPERATIONS

Key Systems:

- Student placement & scheduling
- Monitoring and communication
- Record Keeping & Data Systems

PROGRAM INFRASTRUCTURE & OPERATIONS

Technology Options:

Paid platforms:

- GroupTrail
- YouScience

Free alternatives:

- Google Forms
- Microsoft Forms
- Jot Forms
- Spreadsheet tracking systems

PROGRAM INFRASTRUCTURE & OPERATIONS

Track:

- Applications
- Placement data
- Hours worked
- Employer feedback

MEASURING IMPACT

- Internship hours completed
- Student skill development
- Employer satisfaction
- Postsecondary and workforce outcomes

PLANNING FOR ACTION



INTERNSHIP TOOLKIT (DELIVERABLES)

Included Resources:

- Student Application Template
- Acceptance Form
- Parent and Student Internship Agreement
- Stipend Earning Agreement
- Sample Internship Job Descriptions
- Internship Training Plan and Evaluation Form
- Weekly Timesheet/Hour Log
- Employer MOU Agreement
- Employer Onboarding Guide see LDOE



ACTION PLANNING ACTIVITY

- Identify 1–3 immediate next steps
- Use provided planning template



SUSTAINABILITY CHECKLIST

- Funding secured
- Systems implemented
- Partnerships maintained
- Data tracked



MOVING FORWARD



COMMON CHALLENGES & SOLUTIONS

- Limited partners → strategic outreach
- Funding gaps → diversify funding
- Scaling issues → systems + staffing

RESOURCE EXCHANGE

- Share tools/resources via QR or Padlet

Key Takeaways

- Start small, scale intentionally
- Professional development is essential
- Partnerships drive success
- Systems sustain growth

CALL TO ACTION

- What will you implement in the next 30 days?



QUESTIONS





SURVEY





THANK YOU!

Be a Pipeline Builder – From Start-Up to Standout

contact:

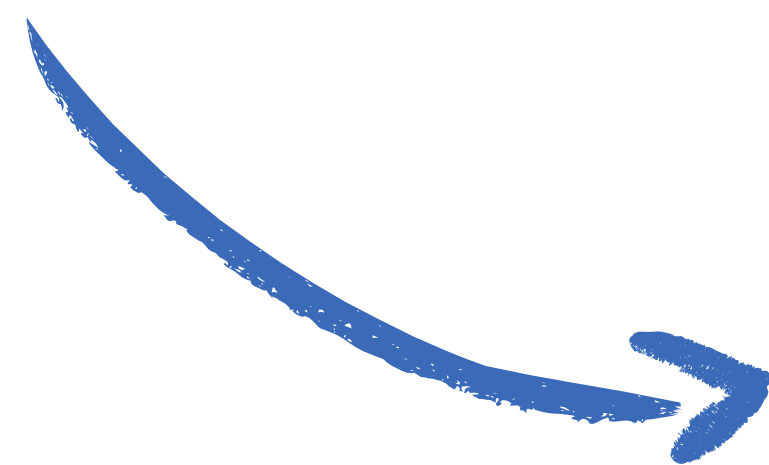
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Scan the QR code below to schedule a meeting.



DR. NI'SHAWN STOVALL



THANK

YOU

