



Funds Distribution Report

Recipient Organization:
Teens In Public Service

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Organization's General Goals:
Teens In Public Service (TIPS) is dedicated to producing future leaders committed to their communities by connecting teens with life-changing opportunities and internships at nonprofit organizations.

Through our Summer Internship Program, TIPS provides paid summer internships for enrolled high school youth at local nonprofit organizations. These internships offer teens practical work experience, an understanding of ethical leadership, and a venue to put their values into action; and, our nonprofits gain additional staff during the summer months, at no cost to their organizations.

Date of Award: 2021 Q2
Level: \$2,501 to \$5,000

For more information, please read the attached report from
Teens In Public Service.

8802 27th Ave NE
Tulalip, WA 98271
TulalipCares.org

Disclaimer: This report may be a summary of content provided by the recipient, not always complete quoted material.



Teens In Public Service

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Tulalip Tribes Charitable Contributions Fund – Final Grant Report

Program Dates: June 2021-August 2021

Total number of recipients impacted: 43 teen interns and 11,000 community members

Grant Code: Q2 2021 14.2

Funding granted: [REDACTED]

Teens In Public Service (TIPS) is dedicated to producing future leaders committed to their communities by connecting teens with life-changing opportunities and internships at nonprofit organizations.

The TIPS Program addresses the following needs of our society:

- 1) TIPS connects teens with service, strengthens youth's core values, and enables youth to make a difference in the world.
- 2) TIPS' paid internships address the need for more employment opportunities for teens and the value future employers place on internships in their hiring processes.
- 3) TIPS increases the capacity of our nonprofit partner organizations to better meet their mission and goals.

2021 TIPS Summer Program Update:



TIPS Class of 2021 Interns

“Although community service and outreach have never been foreign to me, TIPS truly allowed me to be placed in an environment where I felt valued, honored, and energized to do everything that I could to help make an impact in the community around me. ”

– Ryan Phi, Intern at Hunger Intervention Program

The Tulalip Tribes Charitable Contributions grant were used to fund our 2021 TIPS Summer Program.

We received over 400 applications for the TIPS program and from those applicants, our Selection Committee (consisting of 24 community volunteers, past alumni and board members) and interviewed 150 teens. From that applicant pool, **we selected 43 teens** aged 15-19 to receive paid internship and life changing experiences **at 36 nonprofit organizations** in the greater Seattle area.

Our 2021 TIPS interns came from the following ethnic and socio-economic backgrounds: 36% Asian, 6% Black/African-American, 14% Hispanic/Latino, 1% Native American, and 40% White. One-fifth of our participants receive free or reduced school lunches. Our interns came from all over the greater Seattle area and represented **27 high schools**, with 35% coming from private schools and 65% from public schools.

They worked in areas of food distribution and nutrition, environment, education, the arts, elderly, homelessness and human services, healthcare and the disabled, cultural advocacy, as well as those affected by HIV and AIDS. The impact that these interns have made this summer alone is invaluable not only to the nonprofit organizations they worked for but for the community at large. In total, they contributed nearly **6,500 hours of community service** and reached almost **11,000 community members**.

In addition to their internships, they also participated in four mandatory events: Intern Orientation, Leadership Day, Day of Service, and Celebration of Service.

At the TIPS Leadership Day, interns participated in a series of leadership/professional development exercises to help them explore what it means to be a leader. They learned about, networking, diversity and equity in the workplace, and values-based careers. During their Day of Service, they spent a Saturday volunteering for a beach clean-up at Steward Park, organized by Puget Soundkeepers. The Celebration of Service is our final event of the summer, and normally held in person, though due to Covid-19 we held this event virtually. All teens were recognized for their participation and a select few were chosen to give speeches about their experience. Nonprofits, families, Board Members, and corporate sponsors were in attendance.

Evaluation:

TIPS uses feedback surveys from our interns, nonprofits partners and alumni to measure the results of the program. The surveys continue to show that investing in our youth, connecting them with service, does nurture caring, and compassionate adult leaders. These paid youth service jobs offer life-changing experiences that influence teens’ academic and career choices later in life. More importantly it does bring forth deeper compassion, empowering youth to build more caring communities. The surveys are tools used as quantitative indicators providing proof that TIPS is an effective program.

Survey results are compiled and reviewed following each program year to measure the impact of the internships and see where we can improve.

TIPS' 2021 evaluations revealed the following:

- 98% of interns developed new job skills
- 100% of interns plan to continue to volunteer in the community
- 95% of interns became more aware of the social and welfare needs in our community
- 95% of supervisors said their TIPS intern was a valuable asset to their organization
- 89% of supervisors said their TIPS intern filled a work gap at their organization
- 100% of interns would encourage other teens to apply for an internship
- 100% of supervisors requested another TIPS intern in 2022!

The above survey results demonstrate that we are achieving our goals.

Additionally, a 2017 survey of TIPS alumni confirmed TIPS' long-term impact on our participants' level of community service. Results of the survey indicated that 86% of TIPS alumni continue to volunteer in their communities at least once a month—an impressive contrast to the 25% of Americans, ages 16 and over, who volunteered in their communities at least once between September 2014 and September 2015 (US Bureau of Labor and Statistics, <https://www.bls.gov/news.release/pdf/volun.pdf>). Moreover, the clear majority of TIPS alumni take action to develop resources for their community by directing their volunteer work towards community development (40%) and education/tutoring (41%).

We have attached our full 2021 Impact Report with more details for your reference. We are grateful for the support provided to our 2021 TIPS Summer Internship Program by the Tulalip Tribes Charitable Contributions Fund. Thank you!

“My time at Wonderland made me more certain of my passion for helping others and aspiring to be a leader in my community. I’m planning on majoring in computer science next year but hope to find a career that allows me to help the disadvantaged and less privileged. Maybe one day I’ll even start a nonprofit of my own.”

-Salma Aly, Intern at Wonderland Child and Family Services



TIPS Leadership Day



Day of Service - Eastside Baby Corner



Day of Service - Food Lifeline



Keeley Cahill - Intern at Atlantic Street Center



Kennedy Dawson – Intern at Red Eagle Soaring



Krista Cherry – Intern at Westside Baby



Ashley Herrera, Intern at Southwest Youth and Family Services



Skyler Kil - Intern at Treehouse



Nattu Abraha – Intern at Empowering Youth and Families Outreach



Celebration of Service