



Funds Distribution Report

Recipient Organization:
Teens in Public Service

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Organization's General Goals:
Teens in Public Service connects teenagers with paid summer internship opportunities at local nonprofits. Since 1997, we have worked with more than a thousand interns, over 200 nonprofits and altogether we have invested well over 200,000 hours into the community.

Date of Award:	Level:
2018 Q3	\$2,501 to \$5,000

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

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Teens In Public Service

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Tulalip Tribes Charitable Contributions Fund Grant Report – 2019

Report Code: Q3 2018 14.2

Program Dates: June 2019-August 2019

Total number of recipients impacted: 15,000 community members

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 Summer Internship Program strives to meet our organization's three core goals:

- 1) Educate young leaders in job skills, leadership, service, empathy, and social awareness;
- 2) Facilitate learning between diverse people, breaking down barriers, eliminating stereotypes and promoting compassion
- 3) Provide nonprofit organizations, which continually face resource limitations, with passionate, dependable interns, so they may expand their impact on the community.

2019 TIPS Summer Program Update:



TIPS Class of 2019 Interns

*I wouldn't have been able to spend my entire summer serving my community without TIPS. That's the most valuable part: getting to make a difference. I also just furthered my love for community service. And, my eyes were opened completely to the nonprofit sector and I know about careers in that field now. **Krista Cherry, TIPS Intern, Westside Baby***

We received over 500 applications for the TIPS program and from those applicants, our Selection Committee (consisting of 34 community volunteers, past alumni and board members) and interviewed 190 teens. From that applicant pool, **we selected 60 teens** aged 15-19 to receive paid internship and life changing experiences **at 55 nonprofit organizations** in the greater Seattle area.

Our 2019 TIPS interns came from the following ethnic and socio-economic backgrounds: 28% Asian, 9% Black/African-American, 6% Hispanic/Latino, 1% Native American, and 10% ethnicity not provided. One-fifth of our participants receive free or reduced school lunches. Our interns came from all over the greater Seattle area and represented **33 high schools**, with 32% coming from private schools and 68% 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 **10,000 hours of community service** and reached over **15,000 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 different leadership styles, networking, public speaking, unconscious bias, and team building. During their Day of Service, they spent a Saturday volunteering at Food Lifeline and Eastside Baby Corner. At Food Lifeline our interns sorted over 19,000 pounds of oranges and the other half sorted clothing, toys, and packed diapers for children in need. The Celebration of Service is our final event of the summer, where all teens gave a speech about their internship experience, with nonprofits, families, Board Members, and corporate sponsors 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' 2019 evaluations revealed the following:

- 97% of interns developed new job skills
- 98% 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
- 90% 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 2020!

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%).

*Without a doubt, getting this truly special opportunity to make a difference in a community, to help people in need for a summer, while simultaneously being paid for it was invaluable. It's amazing that TIPS is able to provide such an enriching experience to so many students. **Noa Roxborough, TIPS Intern, Wallingford Community Senior Center***

We are grateful for the support provided to our 2019 TIPS Summer Internship Program by the Tulalip Tribes Charitable Contributions Grant. Thank you!



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