

## **Educator Resource - Virtual Career Immersion Experiences FY21**

*What can I do to keep my students engaged in Career Development Education during this time?*

### **A Message from DESE:**



#### ***Focus on Essential Work Based Learning Skills!***

Adaptations during this time include virtual career development models, virtual internships, an even more prevalent focus on health and safety, and a renewed focus on the work-based learning skills that equip youth to be resilient in all types of economic conditions.

### **From DESE: “Connecting Activities Models During a Pandemic” - [LINK](#):**

#### ***Basic Info about virtual internships:***

<https://www.fastweb.com/career-planning/articles/all-about-virtual-internships>



#### **“So What Is a Virtual Internship?”**

A virtual internship is a work-based learning experience in which the youth is not necessarily physically present at the worksite of a business or organization. Connecting Activities defines a virtual internship as any work experience that provides several or all of the features of a traditional internship, but with an alternative physical location, alternative supervisor or mentor relationships, or alternative choices of work projects and tasks.”

#### **“How can our internship models be adapted to meet current needs?”**

Virtual internships can be based on a semi-independent project, an online collaboration on projects and tasks with a mentor, an entrepreneurial venture, or other possible projects and tasks. Projects can build on "everyday" work that youth are doing, including writing for a school newspaper, caring for younger siblings, or providing tutoring for younger children or peers (even if the tasks aren't typically considered "internships"). The everyday tasks can be enhanced through mentors, the creation of deliverables, and the use of the Work-Based Learning Plan, portfolio, workshop series and/or other means to structure and enhance the experience. For example, a youth who is caring for younger siblings can create high quality and standards-based lesson plans or lesson videos as part of an early-childhood virtual internship. While typical internships focus on projects with immediate application in the workplace, virtual projects can focus on projects with "future uses" in mind (i.e. developing a photo collection, a bank of news stories, or a collection of local history materials for future use by businesses and organizations). Projects can be designed by mentors, CA

staff and/or youth. The online Work-Based Learning Plan can be developed by CA staff, mentors or youth participants, with the expectation that youth may play a greater role in designing their own projects during this time, and therefore allowing flexibility in the implementation of the WBLP. Several of our internship programs are designed as for-credit experiences in schools. CA staff will work with school district leaders to make plans for implementing virtual internships. DESE staff are available to consult on any questions on adapting for-credit internship courses.”

### **Tips/Resources for Offering Virtual/Remote Internships to Youth**

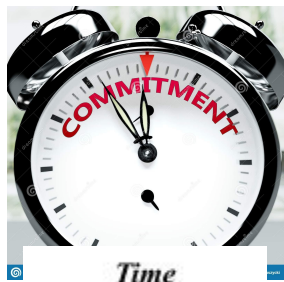
**Make the hour/time commitment shorter than normal, IF POSSIBLE.**

Remote Internships examples (website with ads recruiting remote interns):

<https://www.internships.com/virtual>

Tips from Yale Career Office (good reminders about internship/job search):

<https://ocs.yale.edu/narrative/summer-plans-covid-19>



*Time  
Commitment*



*Realistic Goals*



*Reflection /  
Learned  
Experience*



1. “Have all parties (students/educators/business hosts, etc) set a realistic goal for learning.
2. What are a few, tangible things that can be learned from the experience, and how will it impact the students’ future? (Have the student reflect on this)
3. Let those goals guide the decision to where/how they want to do a virtual internship.”

**The next step is finding a company willing to accommodate a virtual/remote work-based-learning experience.**

**See employer virtual resources sheet for ideas on how to “sell” this - [LINK](#)**

The *employer resources sheet* gives examples of what other companies are doing with virtual internships. It also gives tips for structuring the internship/work experience - It could be useful to read through the sheet if you’re thinking of placing an intern within the school network or hosting one yourself.

**Additional Resource:**

**[Career Development Education \(CDE\) Guide 2.0](#)**