



**YWCA
GirlsFirstsm Summer Internships**

The YWCA GirlsFirst Program: The YWCA GirlsFirst program is a year-long intensive leadership program for girls of color that culminates with an internship opportunity the summer before their sophomore year of high school. While the program is open to all girls who have the desire and potential for leadership and excellence, it is specifically designed for girls of color who face economic and social barriers to success. The mission of the program is “to encourage leadership, instill confidence, develop skills and provide opportunities to girls of color.”

Internship Details: We are looking for employers to provide program participants with entry-level summer employment in their organization. The length of the internship can vary depending on the needs of the organization but could look like the following:

- 30-40 hours a week
- 8-10 week summer (though we can be flexible with duration)
- At a rate of \$8-\$10 an hour

Employment Preparation: Throughout the leadership program, YWCA GirlsFirst participants are involved in a variety of activities to prepare them for their internship, including a series of job readiness workshops in the spring. Topics covered during the program include: (1) basic computer skills, (2) techniques to overcoming obstacles in the workplace, and (3) business culture and etiquette training.

What kind of work should the interns do? The interns will be able to do basic clerical work unless they have listed a specific skill in their résumé. We encourage you to engage the intern in more challenging tasks as appropriate so she will gain a better understanding of your industry and company. We also ask that your organization assign a mentor for each girl for the duration of the internship.

What other companies participate in this program? Companies participating in 2005 included:

REI	Perkins Coie	King-5 TV	Another Source
Amazon.com	HomeStreet Bank	Port of Seattle	Zeek’s Pizza

Process and Timeline:

- April 1: Companies commit to providing an internship
- May 13: Company representatives attend GirlsFirst job fair and employer orientation
- May 29: Résumés submitted to companies
- May 29 – June 16: Job interviews at companies
- End of June – End of August: Timeframe for internships

If you are interested in learning more about this opportunity or would like to hire one of our program participants, please contact Jennifer Martin, Director of YWCA Leadership Programs at (206) 568-7855 or jmartin@ywcaworks.org.