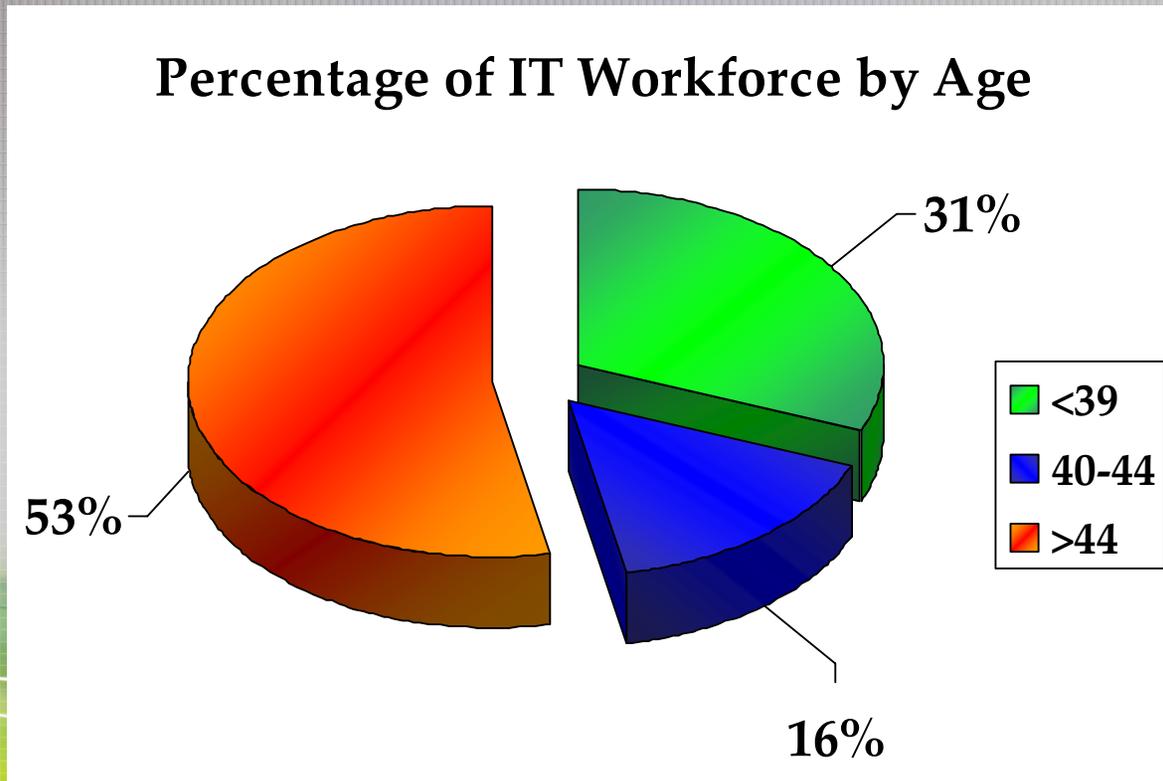


Information Technology Internship Pilot Program

**Information Technology Managers
Academy XIV**

State Recruitment Challenges

- ◆ 36% - 53% of IT workforce will retire in the next 3 to 5 years



Vision

An Internship Program that attracts highly qualified students to state IT careers

Primary Deliverable

A new IT classification and framework for the Internship Program

Objectives

- ◆ New IT intern classification
- ◆ Alternative testing methodology
- ◆ Permanent state civil service status
- ◆ Supports the State IT Strategic Plan

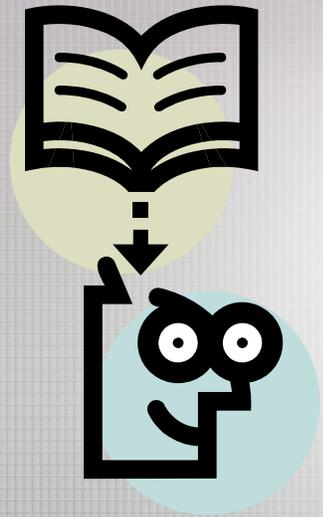
Framework

- ◆ Job Analysis and Assessment Center (\$40,000)
- ◆ Management of Program by SPB
- ◆ Permanent position with salary and benefits at the assistant/associate level
- ◆ Internship term not to exceed two years



Participating Department Benefits

- ◆ Facilitates knowledge transfer
- ◆ Recruitment tool
- ◆ Alternative tool to compete with private sector internship programs
- ◆ Develops the next generation of state IT professionals



Intern Benefits

- ◆ Provides mentoring and professional development
- ◆ Opportunity to receive education credits/units for hours worked
- ◆ Opportunity to receive on-the-job training
- ◆ Opportunity to accrue civil service credit during Internship
- ◆ Permanent civil service status upon successful Program completion (Assistant to Associate)
- ◆ Flexible work schedule
- ◆ Benefits, benefits, benefits

Key Statewide Partnerships

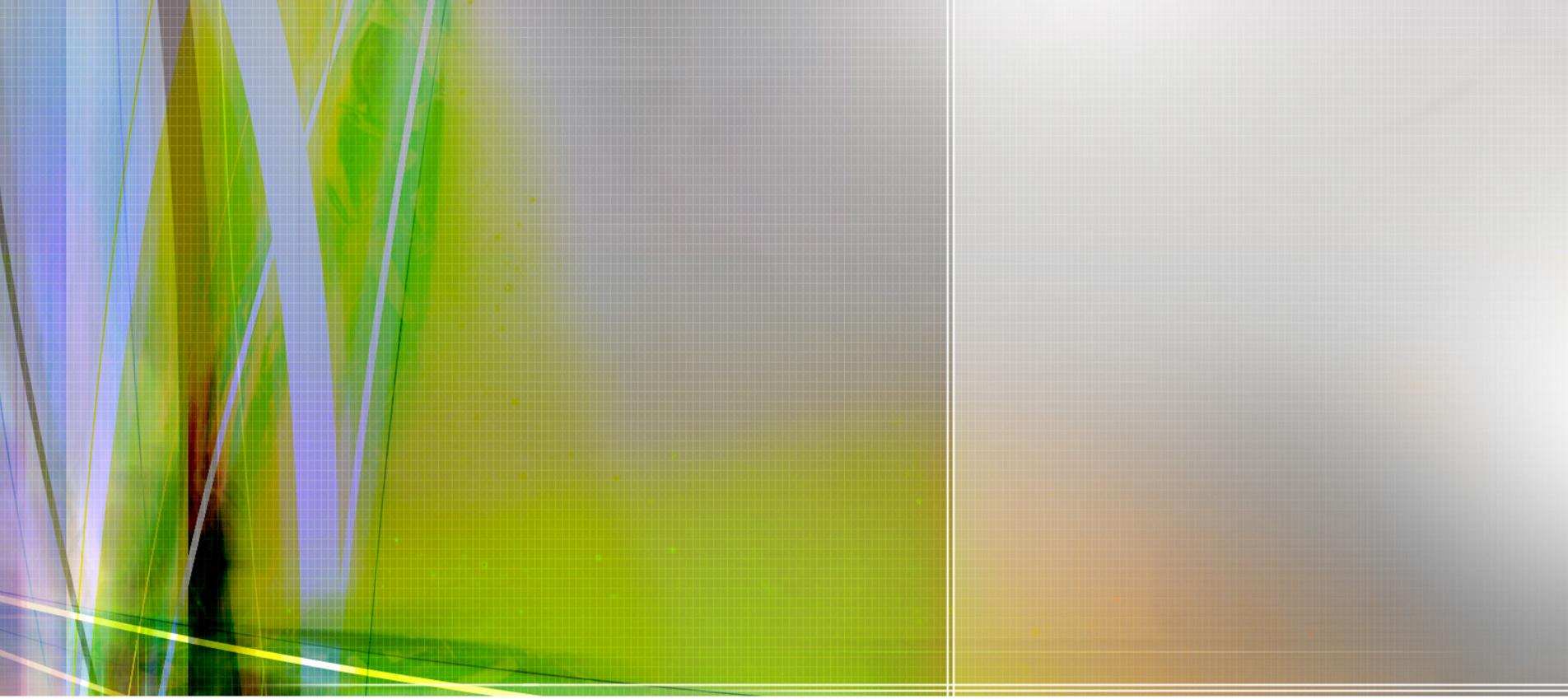
- ◆ State Personnel Board
- ◆ Department of Personnel Administration
- ◆ Statewide Workforce and Succession Planning (SWSP) Project
- ◆ State CIO, AIOs and Departmental CIOs
- ◆ Local 1000 Service Employee International Union
- ◆ Universities in Sacramento region

You too can capitalize on this Program!

- ◆ Get involved
- ◆ Invest in the program
- ◆ Contribute to management costs
- ◆ Support internship positions

CIO Surveys

- ◆ State CIO distributed stakeholder surveys
1/24
- ◆ Survey gathers basic internship needs and participation information
- ◆ Please respond by Feb. 7 to
sludanov@dof.ca.gov



Questions?