

Learn and Earn

Paid Internships at Top Companies



Bank of America



Beth Israel Deaconess
Medical Center



dqvetail

EatonVance
Investment Managers

EMC²

Fidelity

Liberty
Mutual
Insurance

Plymouth Rock
Assurance

Putnam
Investments

Raytheon

STAPLES

STATE STREET

SUFFOLK

The Boston
Foundation

Tufts
Technology Services

UBS

VERTEX

Learn and Earn: Transformative Career Opportunities

BHCC's Learn and Earn program places students in Greater Boston's top corporations for hands-on experience—and introduces the possibility of new careers and new lives. Launched with the support of the Massachusetts Competitive Partnership (MACP) in spring 2012, five firms sponsored 20 student interns working one or two days per week. Today, the program has evolved to serve over 100 students per semester working 16 to 40 hours per week, supported by 18 company partners. The program promotes student accessibility, diversity, retention and completion.

"My internship has not only been a wonderful, eye-opening experience, but has also fundamentally changed how I view the world. It showed me how much I am truly capable of when I dedicate myself."

—Engineering Intern

Success Highlights

- 525 student placements, 66% diverse; 2,493 students have applied
- Over 40% conversion rate: 30% of internships are extended; 15% hired
- 74 hires across professional roles at 11 partner companies
- Many transfer to four-year schools, including Bentley, Babson, Northeastern, UMass Boston/Lowell and Suffolk
- 15 student intern Six Sigma projects initiated, to save their companies \$100K each (\$1.5M total)
- Winner of 3 national awards

Program Overview

- Students intern 16-40 hours per week
- Interns work 5 or 7 months (Sep.-Jan./ Feb.-Aug.), or summer
- Students earn \$15 per hour
- Students earn three academic credits in their major
- Companies fund transportation stipends (\$180-\$500)
- Companies provide mentors & professional development

Industry Functional Areas

- Accounting, Finance, Business Operations, HR
- Communications, Marketing, PR, Community Relations
- Biotechnology, Chemical Science, Engineering
- Hospitality, Culinary, Event Planning
- Graphic Design, Media Communications
- IT Networking, Computer Science, Web Development

BHCC Goals Supported

- ✓ **Demonstrate strength through diversity**
All ethnicities, age range 18-59, and military veterans representative of BHCC's overall student diversity
- ✓ **Identify and close workforce gaps**
More than 30 faculty have engaged in employer meetings, networking events, recruiting and program assessments; they have aligned curricula to meet current and future high-demand employer needs
- ✓ **Create pathways and partnerships to promote student success**
High-demand growth to 18 employer partners, collaborative planning, networking, and alumni support advances student career and college success in over 38 academic programs
- ✓ **Institute a culture of evidence and accountability**
Launched Learn and Earn 2.0 in fall 2014 featuring extended work cycles to improve student/employer ROI
- ✓ **Foster wellness, growth and lifelong learning**
Transformative student success consistently reported in boosted confidence, self-growth, hope, empowerment, network connections, cultural awareness, time management, goal-setting and career readiness

National and Local Recognition

White House College Opportunity Day of Action: BHCC President's Commitments
 American Association of Community Colleges: Outstanding College/Corporate Partnership, 2015
 Cooperative Education and Internship Association: Two-Year College Student Achievement, 2014, 2015
 Commonwealth of Massachusetts: 29 Who Shine Student Award Winner, 2015
 Boston Private Industry Council: Student Achievement Award, 2015
 Community College Futures Assembly: Bellwether Finalist, Workforce Development, 2017
 The Boston Foundation: Governor Deval Patrick Prize Award, Workforce Development, 2017

bhcc.edu/LearnandEarn