



Indian River County Youth Internship Partnership Program

Indian River County proposes to participate as a worksite partner in the WIOA Youth Connections Paid Internship Program administered by CareerSource Research Coast. This partnership provides paid, structured internships for eligible youth while allowing the County to serve as a supervised training site focused on skill development, career exposure, and long-term workforce readiness.

The program creates a mutually beneficial model. Youth gain meaningful work experience and income while the County invests early in a future workforce aligned with public service values.

Why This Program Is Compelling for Human and Children's Services

Early Intervention That Builds Stability

Youth served through WIOA programs often face barriers such as limited work history, economic instability, or lack of access to career networks. Paid internships are a proven early intervention strategy that helps young people build financial literacy, employment skills, and confidence before challenges escalate into more intensive service needs.

This approach aligns directly with Human Services' focus on prevention, stabilization, and long-term self-sufficiency.

Workforce Development Without Direct County Payroll Cost

CareerSource Research Coast serves as the employer of record, covering participant wages, workers' compensation, payroll processing, and required employment compliance. Indian River County provides supervision, training, and a safe work environment but does not assume payroll liability or benefit costs.

This structure allows the County to expand youth workforce opportunities without adding permanent positions or increasing operating expenses.

Alignment with Children's Services Priorities

The program directly supports Children's Services priorities related to positive youth development, skill building, and career readiness. Internships provide structured environments where youth develop accountability, communication, teamwork, and problem-solving skills that are strongly linked to improved educational and employment outcomes.

Built-In Safeguards and Accountability

The agreements include clear supervision requirements, compliance with child labor laws, workplace safety standards, nondiscrimination protections, confidentiality provisions, and mandatory anti-human trafficking certifications. These safeguards ensure the program operates ethically, legally, and with strong oversight.

A Talent Pipeline for Indian River County

Participation introduces youth to careers in local government, promotes civic engagement, and allows the County to identify future talent with demonstrated skills and interest in public service. Qualified interns may later transition into unsubsidized employment, creating a long-term return on investment for the County.

This partnership represents a low-risk, high-impact strategy that advances workforce development, youth well-being, and fiscal responsibility. It strengthens the County's preventive service approach while positioning Indian River County as a leader in building meaningful pathways to success for young people.