

Introduction: Brooklyn Public Library (BPL) seeks to launch Bklyn Future Internship Program to engage diverse high school students in learning about the field of library and information services through meaningful hands-on work experience at BPL's 59 branches and in its programmatic and administrative departments. The three-year project costs are \$1,071,306, of which BPL is seeking a grant of \$466,247 which would provide 180 teens with 185+ hours annually of work experience, educational workshops and career exploration that promote the many facets of librarianship from public service to information technology to strategic planning. Through Bklyn Future, BPL will inspire young people to pursue an education in library and information sciences. BPL will contribute \$605,059 in cost share and will work with public schools including Medgar Evers College Preparatory School and Brooklyn International High School; community-based organizations including the Lesbian, Gay, Bisexual & Transgender Community Center, Crown Heights Mediation Center and Red Hook Initiative; Youth Development Institute's Career Internship Network and the HIVE NYC Learning Network; and others to promote and support the internship program.

Field-wide Project Need & Relevance to IMLS Project Category: BPL serves one of the most diverse patron-bases in the country. Of the borough's 2.6 million residents 31.6% are black, 20% are Latino or Hispanic, 11% are Asian and 36% are White; 37% are foreign-born; and 11% have disabilities. Nationwide only 12% of credentialed librarians are black, Asian, Latino or another race or ethnicity (37% at BPL); 17% are male (32% at BPL); and 3% have disabilities (2012 ALA Diversity Report). It's critical that the library and archives field have a diverse workforce that represents many different populations. Concurrent with the need for diversity in the workforce is a need to create internship and employment opportunities for Brooklyn's young people, especially those from low-income communities, which prepares them for future educational and career pursuits. NYC's unemployment rate for youth ages 16-19 is 43%. NYC's Summer Youth Employment Program is so popular that in 2015 slots were only available for 41% of applicants.

In its role as a community anchor, BPL seeks to provide opportunities to help Brooklynites achieve their goals. One way to diversify the workforce and support youth employment is by engaging young people in opportunities to explore the many facets of librarianship. In September 2009, with IMLS funding, BPL launched its three-year Multicultural Internship Program (MIP) with the goal of introducing high school students to the opportunities available to library professionals, while helping to make BPL's branches welcoming and engaging spaces for the borough's diverse immigrant population. MIP was tremendously successful and resulted in teens gaining insight into the roles of public librarians and librarianship, and helped librarians improve their ability to serve patrons. Since then, BPL has greatly expanded its focus on technology and multilingual programs, and created new departments including Outreach Services and Strategic Planning. BPL now seeks to launch Bklyn Future, an internship program that builds on MIP and other BPL youth development initiatives to teach teens about the innovative work of librarians in archives, technology, marketing, services to transitional populations, immigrant services, business and career services, family programming and youth services. BPL seeks to broaden the awareness and perception of librarianship in hopes that more diverse young people pursue an education in library and information sciences.

Project Work Plan: Bklyn Future is a 10-month internship program that will include an eight month school-year cohort and a smaller two month summer cohort and targets Brooklyn high school students ages 16-18. A dedicated Program Coordinator with experience as a young adult librarian and leading teen initiatives will oversee this work including recruiting participants, designing curriculum, coordinating trainings, evaluating the program and more. Support will be provided by a BPL advisory committee experienced in serving teens, school outreach, youth development and volunteer resources.

Recruitment (September - October): BPL will recruit 60 interns annually who can commit to 185 hours of service, which will include 35 hours of training. School principals, librarians and guidance counselors will be sent recruitment information to share with students. Outreach Librarians will also reach out to youth-serving organizations to promote the program to youth from under-resourced and under-represented communities. Based on the number of applications received each year for other youth opportunities, it's anticipated that Bklyn Future will be highly competitive. BPL will ensure that selected interns reflect the borough's diversity. BPL will also recruit mentors from among its staff of 302 librarians to supervise one to two interns each. Mentors will have experience or a strong interest in working with teens and will represent the diverse roles of librarianship within the Library. They will be responsible for interns' work schedules, daily responsibilities and branch/department training.

Brooklyn Public Library - Bklyn Future Internship Program

Pre-Service Trainings (November & December): In November interns will receive a program orientation and trainings. Trainings will include: Introduction to Library Services and Programs; Customer Service; and Business Etiquette and Employee Expectations. During trainings, former MIP interns will be invited to speak about their program experience and how it affected their educational and career pursuits. Additionally BPL will invite students from Pratt Institute's library science graduate program to share insights about their studies and career goals. Over the course of two months mentors will receive trainings including: Understanding Young Adult Development; Supervising and Engaging Teens; Coaching to Success; and Preparing a Presentation or Workshop.

School-Year Internships (December- June): Students will spend 6-9 hours per week interning at branches and in BPL administrative and programming departments. Interns will learn about how the branch or department supports BPL's mission and strategic priorities and assist with those activities, support mentors in their work, serve patrons and implement new programs. Interns will work with mentors to develop their own end-of-year projects such as targeted outreach campaigns to teens, multilingual family programs and community archiving projects.

In-Service Trainings & Enrichment Activities (All Year): BPL will offer interns trainings on topics including financial literacy, college readiness, career exploration and life skills. Mentors will also facilitate trainings on topics including early literacy, program development, digital archiving, STEM, creative arts and community engagement. Interns will be invited to attend digital literacy and media arts trainings offered as part of BPL's Today's Teens, Tomorrow's Techies (T4) volunteer program and the Brooklyn Cultural Adventures Program Teen Media Leadership Project. Field trips will be organized to academic, school and specialty libraries to expose interns to the many types of libraries that exist in NYC. Interns will also be invited to special BPL events such as advocacy days and community outreach events. BPL will host monthly mentor meetings to share program highlights, challenges and best practices.

Summer Internships (July & August): Each year interns will be invited to apply for one of 15 paid summer internships where interns will assist with Summer Reading activities and develop individual branch-based projects with their mentors. Summer internships will provide a stipend equivalent to NYC's hourly minimum wage in order to eliminate the barriers faced by youth from low-income families and to promote equal opportunities.

Evaluation & Dissemination (On-going): BPL will conduct an evaluation of Bklyn Future including following up with interns a year after they've completed the program to assess how the program has affected their educational and career pursuits. Findings from the program will be used to create a library internships best practices guide that will be shared with library systems nationally. Throughout the project period BPL will present information about Bklyn Future at meetings, networking events and conferences. To further disseminate best practices BPL will seek to have Bklyn Future featured as a program model on American Library Association's Programming Librarian website.

Performance Goals & Outcomes: The goals of Bklyn Future are: 1) diversify the library workforce to better represent BPL's community demographics; 2) expand awareness of librarianship and its different career paths; 3) build capacity of mentors to support and supervise teens; 4) improve the capacity of BPL as a community anchor to meet the needs and interests of a diverse patron-base; and 5) create an internship model that can be replicated at library systems of all sizes. The outcomes are: 1) interns gain insights into the array of opportunities available for librarians; 2) interns build leadership, communication and work readiness skills, while gaining confidence and building relationships; 3) interns stay engaged with BPL and library service through employment, volunteering, advocacy and patronage; 4) interns establish a stronger relationship to their communities; 5) a greater number of diverse young people consider education and employment in the library and information science field; and 6) library systems will have tools to launch and support meaningful teen internship programs.

Budget: Costs are shown for a three-year project period. Project Coordinator to manage Bklyn Future: \$224,090. Computer for Project Coordinator: \$1200. School-year stipends (\$1000/intern; BPL to cost share 50% in Year 3): \$150,000. Summer stipends (NYC minimum wage * 120 hours * 15 interns; BPL to cost share 50% in Year 3): \$36,900. Transit cards for summer interns: \$4320. Promotional materials: \$3200. Consultants to lead trainings: \$9000. Refreshments for trainings: \$3000. Indirect costs (8%): \$34,537. BPL match includes in-kind staff costs: \$459,460 and phone service for the Project Coordinator: \$2503. Total budget: \$1,071,306 (student support costs are \$230,400); BPL is seeking a three-year grant of \$466,247.