

# Yale University

## President's Public Service Fellowship

### Proposal for Fellowship Placement Summer 2025

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#### Organization information

<i>Name of organization</i>	New Haven Promise
<i>Provide the primary physical address where the Fellow will be working during their placement</i>	28 Lincoln Way, New Haven, CT 06510
<i>Organization's mailing address (if different)</i>	28 Lincoln Way, New Haven, CT 06510
<i>Website or link to social media page</i>	<a href="https://www.newhavenpromise.org">https://www.newhavenpromise.org</a> and <a href="https://www.linkedin.com/company/new-haven-promise">https://www.linkedin.com/company/new-haven-promise</a>

<b>PPSF Fellow's Direct Supervisor Name</b>	Casey Gargano
<b>Title</b>	Talent Manager
<b>Cell phone number</b>	(203)833-1918
<b>E-mail address</b>	<a href="mailto:casey@newhavenpromise.org">casey@newhavenpromise.org</a>

**What is the best way for prospective student applicants to contact you with questions about your proposal?**

- Send an e-mail with questions OR
- Send an e-mail to set up a 15-minute phone call to discuss
- Contact the person below with questions about this proposal:

Casey Gargano, [casey@newhavenpromise.org](mailto:casey@newhavenpromise.org)

**Placement dates (8-11 weeks between Tuesday, May 27, 2025 through Friday, August 8, 2025)**

Tuesday, May 27 - Friday, August 8, 2025

**Are placement dates flexible? Are there any dates on which your Fellow must work?**

Yes, however, the fellow must be able to work through the Scholar Celebration that is tentatively scheduled for Thursday, August 7, 2025. Prior commitments should be communicated to New Haven Promise early so they can plan accordingly, given the summer is a busy time of year for the organization.

**Proposed work schedule (*work week should equal (and not exceed) 37.5 hours per week*)**

Monday - Friday, 9am-5pm, 37.5 hours per week.

**If a hybrid schedule is offered at your site, please describe:**

N/A

**Organization description (*mission statement, population served. 1,000 characters or less*)**

New Haven Promise (NHP) is a scholarship and support program that promotes college completion for New Haven public school students; builds parent, community and business engagement to assist students to and through higher education; and enhances the growth and stability of the City of New Haven through an educated, skilled and volunteer minded workforce.

The mission of NHP is to build a culture in the public schools in which students aspire to attend and graduate college; to provide financial incentives and support for those students; and to facilitate their return to live, work, and serve in the greater New Haven community.

90% of Promise Scholars are Students of Color; 71% are from households that earn under \$60k and 38% from households under \$30k; 70% are first-generation to college. We serve around 850 college students each year and have an alumni network of 1,400+.

**Write a 1-2 sentence summary of the work that the Fellow would be conducting (500 characters or less).**

The Fellow will deepen the professional development of New Haven Promise Scholars who have been placed in internships at Yale and throughout the Greater New Haven area by spearheading and building upon the Pecha Kucha program (an innovative and engaging model for public speaking) and assisting with the execution of the weekly Lunch and Learn workshops. They will also conduct a skills and experience inventory survey for incoming first year students and local employers.

**Write a more complete description of the specific project you propose and list the duties/outcomes expected of the Fellow.**

New Haven Promise is, at its core, an economic development program that utilizes a college tuition benefit to engage and motivate students to aspire to attend college, to get through college and to return and launch their career and civic lives in the city of New Haven. We follow our scholars for an eight-to-ten-year trajectory until they are placed in livable wage jobs/careers in the Greater New Haven region. With a population that is 70% first generation to college attendees and whose family incomes are below \$60,000, most of our scholars come from blue-collar working-class families as opposed to white-collar households. Our goal is to change the outcomes and move our scholars solidly into the middle class.

New Haven Promise has a strong 11-year track record launching our scholars into high level internships and entry level jobs. Annually, Scholars participate in a premiere internship and career fair held during the first week of January over winter break at the Yale Schwarzman Center. In 2024, we helped fill 161 roles across Greater New Haven and we are looking to go deeper and reach more. In total, we have brokered 1,350+ internships, part-time/seasonal jobs, and full-time careers for Promise Scholars and Alumni. Many Promise Scholars hail from the most underemployed and unemployed neighborhoods and need to strengthen soft skills that employers articulate they wish to see in prospective hires.

The summer internship season runs from late May through August. These three-month paid internships are a chance for scholars to practice their soft skills through networking sessions, engagement in professional development seminars, extemporaneous speaking opportunities, and presenting on their summer projects to their hiring managers and their peers across the university. Promise Interns are expected to attend four of the six Lunch and Learn seminars, including a required resume workshop at the end of the summer. They are also given the opportunity to participate in the Pecha Kucha competition (an innovative and engaging model for public speaking). Last summer we had six participants in the Pecha Kucha program and aim to increase it to ten this summer.

Deliverables include:

1. Research various professional development opportunities appropriate for New Haven Promise summer scholar interns.
2. Increase Pecha Kucha participation rate by creating promotional materials and incentives for interns.
3. Develop a budget for the Pecha Kucha program, including workshop materials and prizes for competition participants.
4. Develop the Pecha Kucha workshop schedule based on previous year's, conducting outreach to speakers, and determining the theme for this year's series.
5. Organize a judging committee for the Pecha Kucha competition presentations at the Farewell Breakfast (tentatively August 1, 2025).
6. Provide assistance to support those participating in the Pecha Kucha program.
7. Record the Pecha Kucha performances at the Farewell Breakfast.
8. Assist the Talent Manager with the weekly Lunch and Learn professional development series by creating promotional materials, marketing the events, sending email reminders prior to the event, sending recap emails after the event, and taking attendance.
9. Increase participation in Lunch and Learn workshops by developing incentives and budgeting accordingly.
10. Assist with the planning and execution of National Intern Day (tentatively July 24, 2025) in collaboration with the Yale New Haven Hiring Initiative staff, Yale HR Promise Interns and Promise Talent Manager.
11. Conduct a survey to create a skills and experience inventory for incoming Promise Scholars (college freshmen) and the needs of local hiring managers.

**List any specific skills/experience required for the project**

An ideal candidate for a summer position at New Haven Promise would be a student who is excited about the mission of Promise and committed to the idea that furthering education is the path most likely to change a family and a city.

A candidate must possess the confidence and charisma to engage urban students and families and the ability to lead them to a desirable outcome by working to galvanize communities toward improved outcomes.

Exceptional written and oral communication skills are strongly desired, as well as innovative and creative thinking and the desire to learn from multiple perspectives.

Good organizing and event planning skills are a must. Be willing to analyze and pivot in a fast-paced working environment are also welcome assets. Able to problem solve through barriers and challenges that may arise. Able to develop a budget to meet program needs.

The successful candidate will be able to multitask and learn our culture quickly in order to develop a program that can make an immediate impact. The fellow will have to immerse themselves in a number of activities that will help in understanding our mission and must be a self-starter, able to work independently, and be flexible and adaptable. The fellow will be given freedom to develop the program but will receive constructive feedback throughout the process.

**Additional requirements (e.g. a car, weekend working hours, a background check). If a car is required, include information regarding parking arrangements and mileage reimbursement. If a background check is required, share how far in advance this must start before arriving to work at your site. Please note that your organization is responsible for any costs associated with the background check process.**

While a vehicle is helpful, most of the work – event outside of the office – will take place within New Haven and can be reached by public transportation (and the Yale shuttle).

A background check is not required. Weekend hours are not required.

**Briefly describe any work that Yale PPSF Fellows and/or Yale students have done with your organization.**

NHP has benefitted from the contributions of five PPSF fellows – Maxi Himpe (2019), Jennifer Gonzalez (2017), Solomon Oak (2015), Jessie Gugtsell (2014) and Carl Chen (2012).

Maxi created and implemented the foundation for the early stages of our professional development series that included public speaking through Pecha Kucha and other soft skills development from which New Haven Promise Scholars who have been placed in internships at Yale and throughout the city of New Haven were able to benefit.

Jennifer performed qualitative research (focus groups, data and content analysis) to identify the barriers students faced in college. She developed a survey and made recommendations on how New Haven Promise and its partners can better support college students who struggle or get off track to degree attainment within the four year time period.

Solomon developed a Theory of Change for parent engagement by integrating the Pathways to Promise toolkit developed by College Summit with New Haven Promise's early Parent Booklet. A parent calendar was created that has college access milestones and important dates for activities that can involve parents in the journey toward college matriculation, success and graduation. It has guided our outreach and set the foundation for continued parent involvement.

Jessie developed a near-peer ambassador pilot program that received mention and recognition from The White House Call to Action College Opportunity Day under the Obama administration. The ambassador program was piloted on four campuses – Yale, Gateway to College, Southern Connecticut State University and University of Connecticut. The pilot will be fully implemented in the 2015-2016 academic year.

Carl Chen performed primarily a combination of student engagement and in-house Promise programming before the arrival of current President Patricia Melton. One of his most meaningful initiatives was to design and organize a Promise alumni scholar network that supports scholars through college and to prepare them for their eventual return to New Haven as workers and contributing citizens to their community. An example of a success story involved a freshman Promise scholar, who admitted to having difficulty navigating the social and academic aspect of the University. Another scholar at the event took her under his wing and involved her in the organization he founded to help New Haven youth apply to college. She became the president of that student group.