



CEO Intern Fellows Program for Diverse Groups

WHAT IS THE CEO INTERN FELLOWS PROGRAM?

The Chief Executive Officer's (CEO) Intern Fellows Program for Diverse Groups is designed to attract and retain college juniors and seniors from underrepresented groups to careers in transportation through intern fellowships in the areas of engineering, administration, accounting, construction, information technology and maintenance with the Pennsylvania Turnpike Commission (PTC).

WHAT IS THE PROGRAM OBJECTIVE?

To address the future workforce needs of the transportation field, specifically in the STEM areas (science, technology, engineering and math) along with other essential functions such as administration, public information and finance support the transportation field.

HOW LONG DOES THE PROGRAM LAST?

This is a full fellowship program that includes wrap-around development to ensure professional success. The students would have an option of working 30-40 hours during the summer through Sept. 30, 2015. The rate of pay for all interns is \$15 per hour.

WHAT ELSE CAN I EXPECT FROM THIS PROGRAM?

CEO Intern Fellows participate in a full professional enrichment experience that includes the assignment of a life coach or mentor, professional development and participation in a group project designed by the executive leadership of the organization.

In addition to the opportunity for real work experience at the PTC, CEO Intern Fellows will attend four weekly hour-long seminars designed to enhance the essential skills of a successful transportation professional.

The Commission Executive Team will determine and designate a specific project that benefits the PTC in procedural and/or operation planning. This project is designed to familiarize the fellows with all aspects of the organization as well introduce the PTC with new perspectives through the eyes of the future workforce and promote consensus and team building. The finished project will be presented to the PTC leadership team.

WHAT IS THE LOCATION FOR THE PROGRAM?

The program will be administered in the Central Administration Office, located at 700 S. Eisenhower Blvd. in Middletown, and that is the preferred location for interns; however, under special circumstances there may be limited opportunities for students to report to the Eastern (King of Prussia) and Western (New Stanton) regional offices.



WHAT IS THE CRITERIA TO APPLY?

The program seeks to encourage and promote 10 students annually to participate. Students must meet the specific criteria in order to participate in the CEO Intern Fellows Program.

ANY ADDITIONAL INFORMATION?

For more information, visit our website at

www.paturnpike.com

Packet submission must be completed and received by close of business day on February 13, 2015.

- Application Deadline – February 13, 2015
- Notification Letter Mailed – April 1, 2015
- Intern Program Start Date – June 1, 2015

HOW TO SUBMIT PACKETS

- Email: diversity@paturnpike.com
- Mail: Pennsylvania Turnpike Commission
Office of Diversity & Inclusion
Attn: CEO Intern Intake
700 S. Eisenhower Blvd.
Middletown, PA 17057



717.831.7265
diversity@paturnpike.com
www.paturnpike.com

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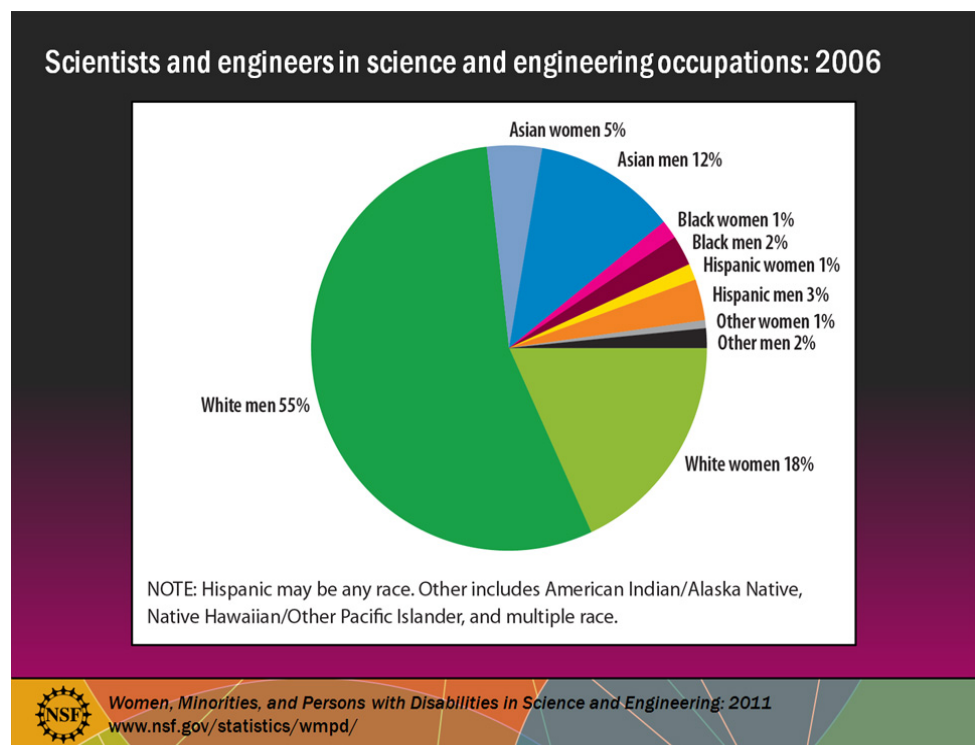
This is a full fellowship program that includes wrap around development to ensure professional success. The students would have an option to 30-40 hours during the summer, and maintain a flexible schedule from 15-20 hours per week, once class begins, for up to one year. Providing the student and their work mentor is in agreement, the program can be extended for the student an additional year.

The objective of the program is to address the future workforce needs of the transportation field, specifically in the areas of math and sciences; along with other essential functions such as Engineering, Human Resources, Public Information and Accounting, that serves to support all functions of the transportation field.

Challenges to Diversity in the Transportation Industry

The primary challenge for the transportation industry is most of their existing workforce is retiring, and that there are not as many workers overall to replace them. In addition, they are at a disadvantage because their workforce is typically underrepresented in the areas of minorities and women, who represent their customer base.

This disadvantage could lead to transportation decisions that are often homogenous in thought. The challenges become increasingly important as the PTC seeks to develop and maintain a workforce that is as diverse as the customers it serves.



Diverse Groups in Transportation Careers

Studies show that minorities and women continue to be underrepresented in the areas of transportation in all aspects despite the increasing numbers of women, African Americans, Hispanics and Asians in the Pennsylvania workforce and the nation. It also shows that future workers prefer an organization that is flexible and diverse in nature. Based on historical hiring practices, the PTC runs the risk of not being competitive enough to bring the brightest talent into its workforce.

Women in Selected Occupations, 2008

Occupation	Employed, Both Sexes (in thousands)	Employed, Female (in thousands)	Percentage Female
Supervisors, transportation and material-moving workers	208	43	20.5
Civil engineers	346	36	10.4
Construction and building inspectors	93	9	9.5
Industrial truck and tractor operators	568	51	8.9
Construction managers	1,244	102	8.2
Engineering managers	109	7	6.3
Motor vehicle operators, all others	74	4	5.5
Driver/sales workers and truck drivers	3,388	167	4.9
Heavy vehicle and mobile equipment service technicians and mechanics	217	2	1.1
Bus and truck mechanics and diesel engine specialists	358	3	0.9
Highway maintenance workers	103	2	1.9

Source: U.S. Department of Labor Women's Bureau.

Fellowship Criteria

The program seeks to encourage and promote 10 students per year to go through the program. Students must meet the following requirement to participate in the program:

- Must have at least a 2.5 on a 4.0 G.P.A.
- Must be majoring, with at least nine (9) hours in the respective discipline, completed with a 2.5 or greater. (i.e. Human Resources, Accounting, Facilities Management, Contracting, Engineering).
- Must provide the most recent college transcript.
- Have a letter of recommendation from a professor.
- Show proof of enrollment in the upcoming fall semester.
- Submit a 500-word essay stating why you would like to work for the Pennsylvania Turnpike Commission.
- Must demonstrate the ability to commit to the program for the duration.

Selection Process

Eligible finalists for the positions will be interviewed by a committee that includes the Chief Executive Officer. The final selections will then be offered the positions based on the criteria, and the interview.

Wrap Around Development

In addition to the opportunity for real work experience at the Commission, CEO Intern Fellows will be required to attend four hour-long seminars for four weeks designed to enhance them with essential skills of a successful transportation professional:

- PTC New Employee Orientation for Intern Fellows.
- Workplace Etiquette, Policies and Protocols.
- Consensus Building and Team Dynamics.
- “Paving Forward”: Importance of Networking and Community Involvement.

In addition, each PTC department will assign a life-coach or mentor to the intern fellows assigned to the department. This person will be responsible for assisting the intern fellows in successfully completing their work duties, as well as act as an advisor or mentor.

C.E.O. Group Project

The C.E.O. will determine and designate a specific project that benefits the Commission in procedural and/or operational planning. It is designed to familiarize the fellows with the PTC, as well as provide the Commission an opportunity to work with some of the brightest future transportation professionals.

Fellows will be involved in an exercise that promotes consensus and team building. The group project will be designated by the C.E.O., and the fellows are expected to adhere to the specifications and prepare to present the project findings at the closing ceremony.

Fellows will meet for six (6) weekly meetings every Tuesday, for one (1) hour to develop a project based on the vision of the CEO. At the end of the summer session a closing ceremony will be

held, in which the students present a group project to the leadership of the Pennsylvania Turnpike Commission.

Examples of Group Projects may be (Designing Roundabouts, Sustainable Environmental Studies, Future Workforce Planning in Transportation, Internal Recycle Program, etc.)

Marketing Strategies

- Establish relationships with colleges and universities with diverse groups in the south central PA area.
- Seek out academic and community advocates that may be involved with prospective students.
- Work with various local associations and their student chapters (i.e. FHWA, AASHTO, Society of Human Resource Management, American Society of Civil Engineers, etc;).
- Partner with Pennsylvania colleges and universities in the respective disciplines to seek out candidates and to assist with providing resources regarding the fellowship.
- Work with historically Black colleges and universities (HBCUs), community colleges and universities to identify possible candidates.
- Generate candidates from past PTC college recruitments.
- Identify local political leaders to assist in recommending candidates.

Intern Pay Rate

Ideally, students will be paid \$15.00 per hour, and processed through normal Commission payroll procedures.