

Employer Partners

Join us in increasing your organizations talent pipeline by investing in the future workforce.

Why hire interns with Tree Trust?

- Opportunity to train potential full-time employees while Tree Trust pays the intern's wages
- Invest in future leaders and a diverse workplace
- Introduce your organization to the future workforce
- Diversify your organization's talent and team
- Employ skilled individuals who have undergone employment readiness training
- Receive support from Tree Trust Case Management Services for the duration of the internship

What does an Employer Partner provide?

As an employer partner, you will be helping an individual gain a rewarding, educational, and skill building work experience. You will provide:

- A 9 - 12-week internship (year-round)
- 20 - 30 hours per week of work
- Supervision and training for your intern(s)
- Regularly submit timesheets to Tree Trust

What does Tree Trust provide?

Tree Trust staff will work with you every step of the way to make sure you and the individual are fully supported. Tree Trust will provide:

- Compensation and salary for the intern(s)
- Personalized support for supervisor(s) and intern(s)
- Materials and resources for supervisor(s) and intern(s)
- Determined, diverse, and dynamic young talent

What is the process to hire an intern?

The first step is to schedule an informational interview with one of our Tree Trust staff. Through this process outlined below, we can answer all your questions and help you hire an intern.

- **Connect:** Informational interview with us
- **Submit:** Agreement forms
- **Equip:** Orientation with us
- **Interview:** Interview with intern
- **Welcome:** Welcome your intern

Become a Tree Trust Employer Partner today! Questions? Contact us at careerpathways@treetrust.org.



Employers' FAQs

As Tree Trust continues to meet the needs of our community, we are looking to connect with employer partners that want to make an impact in the future workforce.

What are the responsibilities of an employer partner?

- Establish clear expectations and duties
- Regularly check-in with intern(s) to ensure understanding and answer any questions
- Weekly meeting guide
- Provide constructive feedback
- Hold intern(s) accountable (submit Work Violation notices when necessary)
- Submit Evaluations and Raise Assessments (provided by Tree Trust for the employer partner to fill out)
- Review, sign, and submit time sheets regularly

Will I be able to interview the interns?

Absolutely, in fact we encourage all our employer partners to conduct an interview with the interns. We want them to get a realistic experience and we want interviewing to be a part of that. Practice always helps them improve their skills.

What if they are not a good fit for the position?

Employer partners can say no to an intern; however, we would like for our employer partners to inform the individual why they did not get the position. This is a training program, and we ultimately want our interns to learn as much as they can.

Are there performance evaluations or times for feedback?

Yes, we encourage feedback regularly. We have Outstanding Worker and Work Violation notices. Employer partners are also required to fill out a performance evaluation at both the beginning and end of the internship experience.

Can I hire them full-time after the internship?

Absolutely. You are not limited to the internship solely.

What age are the interns?

Our youth and young adult programs work with individuals aged 16-25. Our Community Support Program works with individuals of all ages who receive MFIP (Minnesota Family Investment Plan) assistance.

What barriers may interns be facing?

Interns come from a variety of backgrounds, but here are some of our program eligibility requirements:

- Low income
- Behind in math or reading for their grade level
- Have an IEP (individual education plan)
- Previously or currently in the foster care system
- Diagnosed disability

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