



Long Beach Transit (LBT)

Paid Internship Program

Filling the Gaps in Succession Planning

College Internships

Succession Planning -

- Internship Programs as a Strategy for Succession Planning

LBT's College Internship Program -

- Background
- Identification of Key Competencies
- Program Requirements and On-Boarding
- Recruitment/Establish and Maintain a Network of Qualified Candidates
- Success Stories

College Intern Takeaways

Conclusion -

- Succession Plans can have various strategies for filling vacancies. Internship programs can offer one of those solutions to any anticipated succession gap as current employees leave or advance in the organization.

Takeaways -

- Determine areas needed where internships will be valuable
- Develop job descriptions and key competencies
- Conduct full interview process
- Include in on-boarding exercises
- Define intern projects to fairly evaluate performance
- Challenge students with special projects

High School Internship Program

Inaugural High School Internship Program -

- In FY18, LBT worked with high school students on a ridership marketing project
- The top three students were hired for eight weeks over summer to work on community relations and marketing programs

Takeaways -

- Students gained valuable experience and learned about public transportation
- LBT gained further insights on how better to communicate with high school students about the transportation industry and potential careers in public transportation