

Global Technology Solutions Internship Cohort Design

2020 Internship Showcase

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Background

RTI

Successful internship program for over 10 years

Strong pipeline of talent to RTI International

BUT

GTS

Only four high school interns last summer

No established intern cohort.

Note: GTS Internship Cohort is a *section* of the RTI International Internship Program.



Problem Statement

Global Technology Solutions (GTS) does *not* have an established internship cohort.

Goals for the GTS Internship Cohort



- Create a pipeline of talent to GTS.
- Build a community for GTS interns and employees.
- Develop the relationship between GTS and universities.
- Establish the reputation of GTS as a growth environment.

First Annual GTS Internship Cohort (2020)



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Welcome Gifts

Snacks
Stress Ball
Amazon Gift Card

GTS Orientation

A meeting to review the program, introduce cohort activities, and provide introductions.

GTS Mini MBAs

Each week, RTI employees describe their career and share advice with all GTS interns during a meeting.

First Annual GTS Internship Cohort (2020)

GTS Buddy Program

Each week, GTS staff members are paired with GTS interns to meet two or three times over the course of that week.

Thank You Gifts

GTS Tee Shirt
RTI Mug

GTS Awards

A meeting to honor our GTS interns, mentors, managers, sponsors, and intern buddies

Testimonials from Interns, Mentors, and Managers

“Great job creating a program, collaborating with UCO [University Collaboration Office], pivoting to a remote program, adding more intern positions over time, [and] involving other GTS members.”

“Great job to everyone involved.”

“Everyone I've met at RTI has been super supportive of me as an intern and I look forward to continuing working with everyone.”



Thank you

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