



Urban Youth Collaborative Program 2023

Overview

The Department of Developmental Services (DDS) is proud to participate in the Statewide Urban Youth Collaborative (UYCP) intern program. The purpose of this program is to offer students from urban areas the opportunity to be exposed to the field of Human Services and the important work that we do here at DDS. The goal is to provide the opportunity for the interns to experience the work that we do and learn about the people we serve. The hope is that, ultimately, this exposure may inspire the interns to consider pursuing a career within the Human Services Field.

Frequently Asked Questions

Why are the interns not included in staffing minimums?

The interns are only with DDS for a short time (generally the end of May through the middle of August). The interns are provided with general orientation but do not have all the required training to be included in the staffing minimum (First Aid, CPR and Med. Tech). The goal of the program is to have interns experience what we do and begin to learn about the individuals we support. Additionally, there are required meetings that the interns must attend and not being in the minimum frees them up for this learning process and will not hamper the daily routine and/or needs. The intern must be flexible and is required to attend a weekly intern meeting as well as periodic statewide events.

Can the interns work hours on the weekends and evenings?

Yes, the Manager that hosts the intern will decide the scheduled hours of work with the intern. It is beneficial to have the interns working hours when they can actually interact with the individuals in their home or in their day program.

Can the interns work overtime?

No. The interns can work either a twenty or forty-hour schedule and they are not considered to be in the overtime rotation.

What can the intern do while in the house?

The interns can participate in all aspects of the job. It is hoped that a veteran staff member will take the intern under their wing and expose them to all aspects of the job. The interns are HIPPA trained and information can freely be shared with them. The interns can also participate in community activities with other staff. It is not encouraged that the interns sit on the sidelines and simply read records. We want them to have a positive experience and get a real feel for the work we do.

Do the interns complete any special assignments?

Yes. The Manager may assign the intern a special project. Past projects have included developing a means for improving an individual's ability to communicate using an iPad and developing a menu of local community activities for all to benefit from.

Can the interns come back on school vacations?

Yes, we have been able to support this. When we bring interns back, we have strived to get them

additional training so they can then be included in the staffing minimum. This is allowed as they would then have the training and familiarity. The UYCP curriculum is only run during the summer. Past interns have worked during both their winter break and summer break and are counted in the minimum.

Can I refer someone I know for the UYCP?

Yes, students can be encouraged to file an application for an internship through MassCareers. Space is limited. The Department's Policy on hiring direct relatives is observed. Also, the intern would be interviewed to ensure they were an appropriate match.

Can the interns drive the State Van?

Not unless they have completed the van driver safety program. Also, interns even if they have the driver safety training should not be taking the individuals into the community or on appointments alone.