

Addison's Unique Internship Program

Over the years, Addison has received recognition and won numerous awards for how the Town develops and promotes people in city management. One of our most successful programs is our internship program that has been running for 27 years.

The program employs a public administration graduate student in the City Manager's Office for nine months to a year. Because of the way the position is used to further their education, the program always draws the top students. Unlike some programs where an intern might be stuck in a back office crunching numbers or performing menial tasks, the Addison program is designed to *immerse the intern in everything the city does*.

Interns are given almost total access to upper management and are included in every meeting in which they express an interest. Each week a schedule is built that might have them in a meeting with the Mayor, City Manager and

Congressman one day, and pulling weeds in a street median the next.

During their tenure, they spend nights at the fire station and go out on ambulance runs; they ride with the police officers on patrol; they learn about sewer lift stations and water storage and distribution; they help write speeches, do research, work special events, interview potential employees, work in animal control, and pick up brush and bulk items. They experience first-hand all the various businesses that are required to run a city.

The whole concept is based on two principles used throughout the Addison governmental organization:

1. There is dignity in all work, and,
2. To truly understand the first principle, it helps to experience the work first hand. Experiencing and understanding the work promotes honor and respect for the people who perform those tasks on a daily basis.