



## **PSEA Summer Internships (Two Vacancies)**

The Pennsylvania State Education Association (PSEA) is a union representing the labor, policy and professional interests of over 178,000 members. The majority of PSEA members are public school employees. PSEA also represents employees in charter schools, private schools, colleges and universities, correctional facilities and health care institutions, retired employees, and students preparing for employment in the field of education. PSEA is the largest labor union in Pennsylvania and has been an advocate for public education, children, and our members' professions since 1852.

The successful intern applicant will work with staff in Field Operations, Research, Government Relations and Communications Divisions. This will include working on projects that will provide knowledge and experience in various aspects of union work. This internship will be based primarily in-person in Harrisburg, PA with occasional travel anticipated within the state. Interested applicants should have an interest in labor and education, and possess strong interpersonal, problem-solving, research, and writing skills. **We are particularly interested in rising seniors and graduate students who have a career interest in working for PSEA in the future as a field representative working directly with local PSEA unions (Associate UniServ Representative and then, if successful, as a UniServ Representative).**

### **Field Division**

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- **Organizing, negotiations, impasse procedures:** Shadow/Assist designated PSEA field staff, including the Organizing Data Support Coordinator, Region Advocacy Coordinators and/or UniServ Representatives with any ongoing (1) internal and external organizing campaign activities; (2) negotiations sessions; (3) grievance and arbitration proceedings; (4) factfinding hearings.
- **Training:** Audit select member training sessions at PSEA's annual Summer Leadership Conference. Attend select Field Division, region, cluster, and/or local association meetings as opportunities arise.
- **Summarize arbitration decisions:** work with Field and Legal Divisions to summarize arbitration decisions.

### **Research Division**

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- **Survey Research:** Data analysis of PSEA member surveys.
- **District Financial Analysis:** Help with refining and developing financial analysis dashboards for school districts. This Excel work involves manipulating data to present it in graphical or table form. Also, assist with assembling a database of financial information for Community College bargaining units.
- **Other possible projects:**
  - Research on the school employee shortage.
  - Assist with \$60k/\$20 hr starting salary legislative campaign.
  - Literature reviews of research on the effects of (1) school vouchers, (2) school funding, (3) unions on student outcomes, and (4) merit pay.

## **Government Relations:**

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- **Lobby days:** Attend lobby days where state legislators meet with PSEA members.
- **Policy research:** Research on state policies regarding Project 2025, educational tax credits, student behavior, and other education issues.
- **Electoral Efforts:** Assist with work on Governor, congressional, federal and state legislative elections.

## **Communications Division**

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- **Social media design and planning:** Helping to prepare copy and design for social media posts.
- **Writing copy for Association publications:** Assist in writing copy for Association e-newsletters and social media posts, including weekly or bi-weekly e-newsletters, social media posts, and the native advertising component of the Department's digital media campaign. Native ads run on newspaper websites and blogs to promote specific stories about notable PSEA members.

## **Additional Learning Opportunities:**

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- Learn about PSEA's history and structure, PA bargaining law, and advocacy-related skills through online eCornell courses.
- Training from PSEA's Research Division on salary schedules, pensions, and health care.
- Attend divisional meetings throughout PSEA to gain an understanding of how unions work on a day-to-day basis.
- Attend a series of seminars from staff in various PSEA Divisions: Field, Government Relations, Legal, Information Technology, Research, Communications, Financial and Membership.
- Participate in Diversity, Equity, and Inclusion meetings related to creating a culture of belonging with the PSEA membership and among staff.
- Participate in workgroup discussions about policies and programs designed to diversify the education profession.

## **Intern Job Responsibilities:**

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- Gains an understanding of PSEA's Structure, Mission, Vision, Values and Goals.
- Accepts designated, PSEA-focused projects as described above.
- Engages with PSEA staff, leaders, and members.
- Learns and becomes proficient with internal software systems, as appropriate.
- Assists in preparing information and research materials.
- Takes notes and memos during meetings; types documents, drafts, and reports; sorts and manages files as needed.
- Shadows PSEA positions and trains in a variety of tasks as assigned.

**Term:** **Negotiable** (Late May to Early August)

**Time Commitment:** 30-40 hours per week

**Hourly pay:** \$22/hour

**Housing Stipend:** Up to \$3,000, would be applicable to candidates outside of the area

**Intern Qualifications / Skills:**

- Excellent written and verbal communication skills
- Organization
- Scheduling
- Professionalism
- Member focused
- Confidentiality
- Problem solving
- Attention to detail
- Research skills
- Proficient computer skills, including Microsoft Office Suite (Word, PowerPoint, and Excel)
- Self-directed and able to work without supervision
- Energetic and eager to tackle new projects and ideas
- Prior union knowledge is preferred

**A resume and cover letter should be submitted to [jobs@psea.org](mailto:jobs@psea.org) no later than **March 29<sup>th</sup>**.**

**Virtual interviews will be held on **April 7<sup>th</sup>**.**