

## THE *RIGHT TRACK* IMPACT



After two years working in community gardens, DeShaun wanted a new challenge and an opportunity to work in a professional business setting. Based on his interest in engineering, *Right Track* matched him with Xcel Energy. His responsibilities included office tasks such as editing documents, scanning, filing, and organizing records. DeShaun is proud of his work at Xcel, noting that he learned to be more disciplined and responsible. He said, "This job started my adult life."

Heidi Benedict, Plant Director, was so invested in DeShaun's development that she extended his internship into the school year. "We wanted him to continue learning computer and technology skills he was not getting elsewhere." Benedict saw her junior level staff develop leadership skills by assigning DeShaun tasks and giving him feedback. Projects that had been on the backburner finally got done. "Ultimately, this makes us more productive as a business," she said.



XCEL ENERGY / HIGH BRIDGE PLANT INTERN  
HARDING HIGH SCHOOL STUDENT

DeSHAUN B.

ECOLAB / FACILITIES ASSISTANT  
HUMBOLDT HIGH SCHOOL STUDENT

YESENIA G.

"I felt like I might be able to give a young person an opportunity to learn, to give them incentives to continue on in school and to see their potential." — Donna Esch,

Facilities Planner, Ecolab

Expert tip on placing interns: *Find internal champions*. Jamice Obiany, Director of Community Relations at Ecolab, knew there was an endless supply of opportunities for high school students at Ecolab. What may be harder to find were individuals motivated to supervise an intern during busy summer months.

Jamice found internal champions like Donna Esch. Donna jumped at the chance to have an intern. Donna saw it as a chance to reach out and mentor a student, as well as give a young person the opportunity to participate in important projects and gain professional work experience.

*Right Track* matched Donna with Yesenia. Yesenia took ownership of cataloguing the artwork in Ecolab's large corporate campus. She located pieces, took photographs, and entered information into a database. Donna saw Yesenia grow more comfortable and confident throughout her internship, taking pride in what she was doing. Through *Right Track*, everybody benefits.



Developing Saint Paul's Leaders.  
Driving Saint Paul's Success.

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For more information  
contact Catherine Penkert,  
*Right Track* Project Manager, at:  
[Catherine.Penkert@stpaul.gov](mailto:Catherine.Penkert@stpaul.gov)  
651.266.6422

f RightTrackSP @RightTrackSP

