



Comcast's Workforce Pipeline with Madison Park Vocational Technical High School

Comcast has a 20-year community partnership with the Madison Park Vocational Technical High School in Roxbury, MA providing internship opportunities with Comcast's technical operations group. Comcast's Boston office employs over 200 individuals, the majority of which work in technical positions that maintain the Comcast network, construct infrastructure, and install and service products in the field. It is in the best interest of Comcast to hire highly skilled employees that represent and understand the communities in which they work. Madison Park Vocational Technical High School's mission is to provide the area's diverse population with the opportunity to acquire an integrated vocational and academic education. Individualized instruction, applied learning and work site experience prepare all students to succeed in technologically advanced careers and post-secondary education.

Through the years, the partnership has provided work site experience to a group of students in which they spend two weeks per month (up to 80 hours) in paid technical intern positions. Annually, Comcast selects 6 students in their senior year of study who are offered positions that are scheduled 20 to 40 hours per week, two weeks per month, February through Madison Park's graduation in May.

This partnership has enhanced the leadership skills of the high potential technical employees in Boston in addition to generating a number of employable candidates for technical positions within Comcast. In many instances, Comcast has been fortunate to hire students upon graduation. One such example Helio Martinez, one of Comcast's best supervisors, is a graduate of Madison Park and a former intern within this program. In total, 12 Madison Park graduates have been hired by Comcast following their participation in this program.

Through many years of operating a successful internship program with a vocational tech high school, Comcast has learned that the following elements are required:

- Engaging internship administration at the school location with the ability to identify appropriate candidates, monitor the students throughout the internship experience and assist with employee clearance and onboarding processes
- Building and maintaining strong relationships between the school's internship administrator, the business's local team leader and the business's local human resources staff
- Maintaining close geographic proximity between work and home, available public transportation, or a transportation plan
- Having an experienced and invested local team leader

By creating such a direct workforce pipeline through the Madison Park program, it gives students post-graduate job opportunities while supplying Comcast with the employees that it needs. It's a win-win for Comcast and the community.

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