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Friends Foundation for the Aging Year-end Report & Reapplication Proposal Form

Date: February 3, 2025

Organization: FSA

TIN & Formal Organization Name: 222-436-186

Contact name, phone, email: Jane Mack; 215-646-0720; Mack@fsainfo.org

Amount requested: \$5,000

Project Title: FSA Internship Program

Questions:

1. What is the problem you identified? Has it changed? **There has long been a concern about the need for future leaders in the senior living industry. This problem continues to increase as long-term leaders retire and the number of seniors increases.**
2. What actions did you take to address the problem? **The FSA Internship Program was developed to introduce young adults to the possibilities of working in the senior living field.**
3. What did you learn? **Very few college students think about working in the senior living field. Our internship program has been running for over a decade and there have been students who decide to enter the field after graduation. Even if a participant does not pursue a career in senior living, they typically develop a much different understanding of “seniors” and “aging.” This alone makes a difference in attitudes about ageism, even if with a small number. Will you make any changes in the coming year? We will not be making any changes to our work in recruitment or matching; each internship experience is different depending on the student and the preceptor but FSA cannot speak to that.**



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- How have you engaged partners/collaborators in implementation or funding? Have you considered how to sustain the program? In 2023, we partnered with host organizations to recruit potential interns from schools with which they had a relationship and FSA did not. That was a successful strategy and continues to be implemented. In 2024, two of our seven interns applied through the online platform “Handshake;” both were from HBCUs which we had not successfully connected with in the past. In terms of funding, the cost of the program is shared 50/50 with Friends Foundation. If we were lose the grant funding, the FSA Board would need to determine if the organization would support 100%.
- How do you know your actions had an impact? In June 2024 we used social media to research where past interns were working. 2024 interns were not included because they had either just graduated or were still in school. Results shown below.

| # Interns thru 2023 | # past interns located via social media | % all interns of working in senior living | % all interns located known to be working in senior living |
|---------------------|---|---|--|
| 67 | 54 | 16% | 20% |

Please describe those who participated, outputs, and outcomes. We had seven (7) interns in 2024 at six (6) different locations. Students came from four (4) different universities, including two (2) HBCUs. Internships were in the areas of health services administration, human resources, finance, development and marketing, and use of technology to enhance intergenerational interactions. Final papers indicated all had good experiences, and reports from preceptors indicated the same. Most of the preceptors have submitted applications for interns again in 2025. Stories or photos are welcome. While it is not directly related to her work with seniors, one story that stuck with us from a 2024 intern was from Beamlak Abraham, now a graduate of West Chester University who did an internship at Broadmead. She is from Ethiopia and was incredibly grateful for the opportunity because she felt she had been excluded from many places where she applied because of her name or ethnicity ... they did not even interview her despite strong qualifications. Her experience at Broadmead was great, and following graduation she hoped to find work as a Program/Project Coordinator and pursue an advanced degree in Health Policy Administration.

Is there anything else you would like FFA to know about this project? We intend to continue this program after our planned merger with MHS Association. Our hope is that it will lead to more potential host sites and more schools from which to recruit.

- Feedback on your interaction with FFA would be helpful. Are there ways we can help beyond the grant? Nothing at this time.

Budget

| Budget | Final Cost | FFA Contribution | FSA Contribution |
|---------|------------|------------------|------------------|
| \$8,000 | \$9,165.53 | \$4,560 | \$4,605.53 * |

| | | | |
|--|--|--|---|
| | | | *does not include estimated \$7,800 in staff time |
|--|--|--|---|

Has 501c3 status changed? No.

Thank you again for continuing to support this important program.