



Homeless Solutions, Inc.
Paid Direct Services Internship Program

Homeless Solutions' motto is: "A Hand UP, Not a HandOUT". As an organization, we pride ourselves in providing people in need with the tools they need to succeed. From financial education to career preparation, housing navigation assistance and childcare scholarships, mental health and addiction support, and so much more, Homeless Solutions has a vast menu of services that help our guests achieve financial self-sufficiency and housing stability, all of which would not be possible with our dedicated and compassionate staff.

Our Main Shelter is staffed 24/7, 365 days a year with professionals who truly care about the well-being of our guests. With forty years of success under our belt, we know well that **the most important skill our staff members possess is a dedication to our mission.** We also know that the future of our programs lies in our ability to continuously retain and attract passionate staff members who want to help transform the lives of people experiencing homelessness.

To that end, our paid internship program offers college students with the unique experience of working for a robust nonprofit organization and gaining hands on experience with a multitude of subpopulations while receiving ample support and guidance from a team of some of the most experienced and knowledgeable professionals in the industry.

Our Residential Support Staff Interns work front-line shifts in our Main Shelter alongside our permanent employees, during which they learn the internal operations of an emergency shelter, including specific skills, such as: drug/alcohol testing, safety checks and contraband searches, de-escalation and crisis prevention techniques, medication monitoring, volunteer engagement, emergency response procedures, conflict resolution, child welfare interventions, and more. Opportunities to learn about non-profit operations, advocacy and management career paths are also available.

Our paid interns typically work 16-24 hours per week for one semester or 3-4 months at a time. Most interns are offered the opportunity to continue working for Homeless Solutions beyond their initial internship period either as regular or per-diem employees dependent upon performance, interest, and availability. Many of our former interns have since built careers at Homeless Solutions post-graduation including some who currently work as Specialists and even Division Managers.

Our paid internship program operates on the following schedule:

Semester	Internship Timeframe	Recruitment/Screening Period	Orientation Period
Winter/Spring	February-May	December/January	February
Summer	June-August	April/May	June
Fall	September-December	July/August	September

Opportunities for paid internships at Homeless Solutions are limited and competitive. All candidates must: Be able to pass a criminal background check, possess a minimum of a high school diploma or the equivalent of a high school diploma and be currently enrolled in a higher education program, and be motivated to learn.

Please check our employment page during the recruitment periods for your preferred semester for a link to apply. Contact zuletamariz@hsinj.org for more information about this program.