



BB2C Community and Business Advisory Council Meeting: June 27, 2022
Community Conversation: Internships (cont')

Question 1: How does the group define high school internships?

Discussion notes

- Experience - invaluable
- soft skills to be responsible, employability skills, communication skills; give them a chance to create - think
- ability to know how to give feedback
- exposure - tackle the unknown
- value that their thoughts are
- learn from them
- opportunity for students
- opportunity for employers
- community builder
- bridge to careers and opportunities for students
- overall - the opportunity to streamline students into potential, future careers at the same time as providing businesses a direct pipeline to future workforce
- also post high school before post secondary
- time span when students learn about business/organization over time (not just 1 time tours/shadow)
- may or may not include lots of responsibility; experience is important
- clearly defined goals and jobs for students to do
- make student realize their own value (and capability) to the company
- gives opportunity to break cycle
- \$500 stipend doesn't mess up parents' benefits

Question 2: Review the child labor laws. Thoughts?

Discussion notes

- it's a lot and very specific; no gray area
- shouldn't work before 7AM or after 11 PM - but some students do
- employers call students at school
- students should be educated on their rights
- students/parents should set healthy boundaries
- a lot of restrictions
- certifications to permit more access to restricted jobs
- we can't change these laws, we just live with them

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PO Box 4095

Marietta OH 45750

740-370-6399

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- we can't ignore them
- always need checked
- should this be sent to businesses - copies upon request
- work based credits makes it allowable
- educating about legal issues
- from panic - to details - to finding resources that let it happen

Question 3: What will it take to create more internship opportunities? Consider each stakeholder in the process: a) student; b) school; c) parents; d) business; e) person who coordinates interns

Discussion notes

- awareness from each group
- how it benefits the businesses
- \$ (grants) students but also businesses
- initial safety net
- schedule question times during breaks
- how can this give back to community
- practical - increased production; opportunity to advertise
- connect right students with right businesses
- treasure hunt with job shadow
- schools - increased flexibility in school schedules and requirements
- parents - becoming aware
- students - become aware of the multiple opportunity at an earlier age
- business - be willing to take the first chance
- person who coordinates - build more and more relationships
- \$ factor
- paid important
- transportation is a must! Drivers ed back in school
- publicity for a) students to intern; b) businesses to take interns
- school programming - credit for course
 - careers 7, 8, and 10 grades
 - internships 11-12
- Use the progression to help kids open their minds to ideas: field trip - job shadow - intern
- media needs to be at these meetings
- targeted before school campaign to talk about internships
- communication with schools
- more grants for paid internships
- talk to kids about internships
- parents need to be made aware of internship opportunities

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Question 4: Why is it important for these opportunities to be developed?

Discussion notes

- good for community, businesses, and students
- community - important for economic development
- keep students local
- figure out what they DO NOT want to do as well as what they want to do
- parent engagement is important
- workforce is getting harder and harder to fill
- gives back
- develops students
- increase productivity
- new ideas