



BB2C Community and Business Advisory Council Meeting: March 10, 2022
Community Conversation: Internships

Question 1: What was surprising out of the information you heard tonight?

Discussion notes

- “Influencer” (the job most students want to have right now)
- Volunteerism need/interns
- soft skills happening on the job
- influence of host on intern’s life
- how fearful students are

- surprised that kids want to be YouTubers
- 2 out of 9 work fro Memorial (Hospital) that completed the first internship (offered by Memorial)

- influencer, Youtube - scary (#1 job named by HS students)
- big fish,small pond - more out there
- steering away from college (not the only path)

- the lack of previously available internships
- how much the internships changed career goals
- what’s available in the community for jobs, people not realizing



Question 2: What is the most important information you heard tonight?

Discussion notes

- Internships are important
- we need to do more! and maybe even for younger students (freshman)
- learning 'transferable' skills
- WHO the people/hosts are is important

- Big impacts: statistics show why we need to do the internships
- they learn importance of soft skills
- communication - not just texting

- how much impact internships have on students
- business - feel better about providing experiences
- working with other adults, experience
- OMJ - mock interviews, IBEW program
- connections through social media; person - more difficult to make connections
- hard to step out of comfort zone from little town
- pushed out - exposure FT adult ed; Pioneer Pipe - get out of school
- community connections
- narrow lens
- more skills than they realize
- parents don't know about career paths, etc.

- found it all important
- the fact it had a profound impact on all students
- the push to get more participating businesses

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Question 3: What barriers are you facing with implementing experiences like this? How can this information help? What other information do you think is still needed? (See the Internship Playbook document)

Discussion notes

- open to it, but participants would need to be 18, which is a barrier - set by company policy
- transportation is a major barrier for participants
 - could sharing this information with employers help bridge the transportation gap?
- supplies to begin the internship, many jobs ask employees to bring some of their own equipment

- exposure, comfort zones
- transportation
- internet availability
- lack of literacy
- too many kids around here are coddled
- excuses
- employees need to see info so they know how impactful they can be for students
- we become facilitators of communication, different generations find common ground
- lack of confidence, parents don't have confidence in them OR have other plans for them
- follow through

- biggest barrier - students are afraid of failure
- don't want to take risks

- some jobs wouldn't be good for interns at a younger age
- but, more job shadowing at a younger age could work

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Question 4: What impact do you personally feel this experience may provide? Whose perspective do you want to know more about?

Discussion notes

- helping kids to find their passion
- timeline impacts what can be accomplished (i.e 2 hours one time versus 2hrs/day for several days)
- Needs: a checklist for employers for what interns should do/accomplish

- giving them experiences to decide on careers and avoid debt
- job shadowing is important for career pathway - helps them figure it out
- students base decisions on friend's interests
- starting earlier in middle school could also help decide

- health care - don't want to be a Dr. or a nurse = AHA moment - so many other positions
- not defined by what others around you have told you
- expected to perform/ behave as adults - liberating moment
- confidence in themselves
- expand lens
- see what's out there
- finding our not a good fit just as important, or more, than finding out it's a good fit

- student would like to know more about the business involvement
- keeping jobs here if our students take those jobs, they aren't incentivized to move the job elsewhere
- trying to create a solution to the labor gap

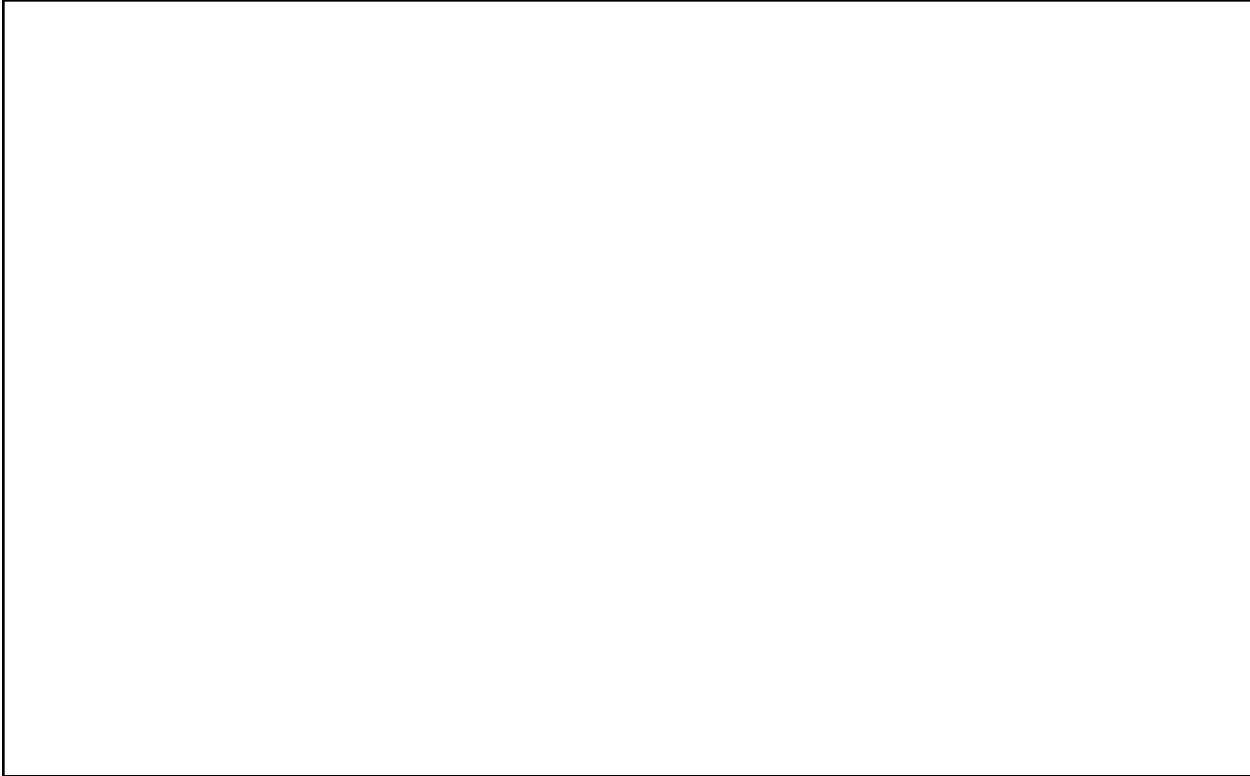
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