



## Work-Based Learning Internship Program

Through the collaboration of Parma Area Chamber of Commerce, Parma City School District, Community Ambassadors, and CBS Partnership, **CBS Connects** seeks to strengthen the community, encourage mentoring opportunities, and create new pathways for civic engagement that will result in higher educational achievement, higher levels of well-being and health, and workforce readiness for our state.

### Employers Benefits of Providing Internships:

- Community goodwill and positive Public Relations
- Assist in development of a skilled worker pipeline in Ohio
- Enhance skills of incumbent workers
- Develop a more productive workforce
- Support career advancement for students and current employees
- Improve your recruitment efforts
- Long-term workforce development
- Assessment of student potential for long-term employment
- Reduced Training Costs
- Reduced Hiring Costs
- Increased professional development of regular staff

### Student Benefits of Internships:

- Have increased focus and purpose
- Better understanding of real life issues as they learn academics in context
- Be more goal-oriented
- Develop better problem solving skills
- Understand the concept of work and work ethic
- Have improved attendance and increase grades
- Develop mature communication skills
- Be better prepared for future employment and promotion
- Develop a portfolio of skills relevant to their future career paths
- Better understand issues of budgets, personnel, and organizational structures
- Have increased confidence to assume responsibility and make decisions

**\*\*The state of Ohio has created an incentive program to promote the hiring of high school interns. The Ohio Career Exploration Internship Program will reimburse for-profit companies %50 of the wages paid to interns up to \$5,000. A company is able to provide this opportunity to three interns in one calendar year. To be eligible for reimbursement the intern must work for at least 20 weeks and 200 hours.**