



Empowering teens through
entrepreneurship, employment and education.

INVEST IN OUR YOUTH (YOUR FUTURE WORKFORCE) WITH A PATHWAYS INTERNSHIP!

The Y.O.U. Pathways Internship Program places teens with professional mentors in career field experiences, allowing them to apply the knowledge and skills learned in the classroom to a real-world environment. Internships enhance education with career exploration, encourage personal and leadership development, and increase professional and technical skills.

PROGRAM BENEFITS FOR EMPLOYERS

Take advantage of Y.O.U.'s placement and follow up services. Y.O.U.'s Internship Program provides you with qualified interns completely free of recruitment costs. We monitor each youth and follow-up with their designated company mentor to ensure interns are making the most of their experience and fulfilling their obligation.

Increase your organization's productivity and creativity. Y.O.U. interns can assist with a variety of special projects including research, process and daily assignments. This translates into increased productivity for your full-time staff. Additionally, internships provide employers with access to motivated workers with fresh ideas and knowledge of current trends and technology.

Get a big return on your small investment. Y.O.U. interns are an inexpensive resource. While some funding may be available, their stipends are significantly lower than your staff costs. Moreover, while their wage requirements are modest, they're among the most highly motivated members of the workforce.

Give back to our community and develop tomorrow's workforce. Through the Y.O.U. Internship program, students gain experience, develop skills, make connections, strengthen their resumes, learn about a profession or industry, and assess their interests and abilities. Mentoring Y.O.U. interns helps students in our community get started and enhances the local workforce as a whole.

EMPLOYER'S RESPONSIBILITIES FOR THE PATHWAYS INTERNSHIP PROGRAM

Y.O.U.'s experience with internship programs has shown that highly engaged companies and mentors will have a more successful and meaningful experience. Responsibilities for Y.O.U. internship employers:

- **Provide meaningful and challenging educational assignments** for the intern closely related to their educational track, career goals and/or learning contract.

- **Define your organization's expectations for the internship program and specific interns.**

- **Provide a safe and appropriate working environment** which complies with all federal and state laws, affirmative action and equal employment opportunities.
- Plan for effective supervision - **designate an individual to act as the intern's mentor/supervisor.**
- **Provide Y.O.U.'s mentor training curriculum** to the organization's mentor(s).
- **Encourage open lines of communication**, offering consistent constructive feedback on the intern's performance.
- **Contribute to the student's professional exploration and development** by including them in staff meetings, organizational activities, and potential networking opportunities.

STUDENT CRITERIA TO BE CONSIDERED FOR THE PATHWAYS INTERNSHIP PROGRAM

- OVERALL GPA OF 3.0; (some exceptions may be granted)
- EXCELLENT ATTENDANCE AND PUNCTUALITY DURING TWO RECENT SEMESTERS
- COMPLETION OF AN INTERNSHIP APPLICATION
- SUBMISSION OF A SCHOOL TRANSCRIPT AND REFERENCE LETTER
- AVAILABILITY AND FLEXIBILITY TO COMPLETE A 120 (or summer 180) HOUR INTERNSHIP
- PROPER BUSINESS ATTIRE AND GROOMING
- ATTENDANCE AT ORIENTATION/BOOTCAMP SESSIONS

PREVIOUS INTERNSHIPS HAVE BEEN CREATED AT ...

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| Shaker Heights City Hall | Alzheimer's Association | ADAMHS Board |
| Great Lakes Science Center | Cleveland State University | Turner Construction |
| Cleveland Housing Court | Bartels Busack Pet Hospital | Case Western Reserve |
| Best Buy Geek Squad | Cleveland Clinic | Dress for Success |
| Fosbel Ceramic Technologies | One World Theater | Greater Cleveland Aquarium |
| Leimkuehler Prosthetics & Orthotics | | Karamu House Whiting |
| Turner Contracting | | |
| NEON Health Services | University Hospitals | Bialosky CLE |
| Architects | | |
| Cuyahoga County Prosecutor's Office | | Music Settlement |
| Cleveland Indians | | |
| Black Professionals Association | Ohio City Bicycle Coop | Slavic Village |
| NEOMED College of Medicine | WVIZ/ideastream | Math Corps |

Will your organization be able to provide our future workforce with an internship opportunity?

For more info, please visit the Y.O.U. website at www.youthopportunities.org. Click on the Programs tab. Scroll to the bottom for Pathways.