

## WORKPLACE MATTERS

# Intern program can tap your future work force

**W**hat would a perfect hiring process look like? It would probably include:

- ◆ Candidates with the skills and experience necessary for the tasks in the job description.
- ◆ Candidates with some industry experience or perhaps experience with your company.
- ◆ Candidates with a proven track record of commitment — to the job and the company — and to setting and meeting goals.



**Robin Onaclea Scott**

A proactive plan for recruitment and retention begins with shaping the future work force to meet your needs. One way to do this is by connecting with students.

By developing a student internship program, your business can integrate students into the workplace. Internships provide students with realistic job experience. They learn basic skills such as getting to work on time, dressing appropriately, following instructions, communicating effectively and being a team player.

Internships open doors for students, perhaps into careers never before considered. For instance, Eduardo was at a loss about what he wanted to do after high school. He was placed in an internship at Volunteers in Medicine's pharmacy. He found he enjoyed the work and wanted to pursue a pharmaceutical career. He is now taking classes at Lane Community College and plans to transfer to pharmacy school at Oregon State University or Pacific University. "I know what I want to do with my life now," Eduardo said. "I have a goal."

Internships also bring rewards to businesses. It's a great opportunity for the business to tap into the future work force and to mentor and develop future employees. And it

diversifies and energizes the company's work force.

"We feel fortunate to have the connection we have with the youth internship program," said Deleesa Meashintubby, senior operations officer for Volunteers in Medicine. "Not only does it help the students gain valuable work skills, but it also helps our clinic deliver quality service to the patients."

There are four local student internship programs that can help companies develop and maintain an internship program.

#### Lane Workforce internship program

This provides supervised training experiences in which students learn and apply their skills and knowledge in a setting that is relevant to their career goals.

Youth interns must be a junior or senior in high school and able to work 10 to 20 hours per week during the school year and up to 40 hours per week during the summer. They must be recommended by their school and be drug free.

For details, contact Paula Medaglia, youth program coordinator, at paulam@laneworkforce.org or 541-682-7225.

#### UO internship program

The Career Development Internship Program, run by the University of Oregon's Career Center, offers organizations a continuous resource for new energy and ideas.

This program includes university students from more than 70 academic fields who are eager to gain professional experience while earning academic credit.

CDIP student interns offer their time, talent and enthusiasm — which can contribute to an organization's mission and goals — while gaining valuable, practical experience. Student

interns must be a university junior or senior in good academic standing. They must commit to at least one academic term at the site for a minimum of nine hours per week. The student intern may continue for a second term, if the supervisor agrees.

For details, contact Pam Macki, job developer, at pmacki@uoregon.edu or call her at 541-514-7570.

#### NCU internship program

The Traditional Undergraduate Internship Program at Northwest Christian University aims to develop competent, ethical leaders for service in the workplace, the community, the church and the world, NCU says.

Every major program of study at NCU has a required internship component. Internship students are looking for organizations that will provide hands-on experience and build on their university education.

They look forward to an opportunity for a valuable work experience and working with employers to identify relevant tasks and projects that lead to the completion of their study learning objectives.

For details, contact Denise Jubber, undergraduate internship coordinator, at djubber@northwestchristian.edu or call her at 541-349-7478.

#### LCC internship program

Lane Community College's Cooperative Education Program has students from more than 75 technical and liberal arts program. LCC co-op, a program of structured work experience, enhances student learning, while providing trained student interns to business, industry, government and nonprofit organizations.

For details, contact Jamie Kelsch, co-op coordinator, at kelschj@lanec.edu or call her at 541-463-5540.

*If you have questions about training your work force, contact Robin Onaclea Scott, business service coordinator at Lane Workforce Partnership, at robino@laneworkforce.org or 541-682-7224.*