

INCREASE INTERNSHIPS WITHIN PRIVATE SECTOR

This statement aims to connect private-sector employers with programs and high schools in Lake County to increase youth and young adult internships. Internships create opportunities for interns to gain work experience related to career options while developing essential skills needed in the workplace. They serve businesses by supplying a pool of qualified applicants.

Internship Defined by WIOA

An internship—or work experience—is a planned, structured learning experience that takes place in a workplace for a limited period of time and may be paid or unpaid. There is no hiring occurring prior to or agreement to hire following the learning experience, and may be arranged within the for-profit, non-profit, or public sector.¹

Elements of a Successful Internship

Business Role

- Commit time of decision-makers
- Learn how to host internships successfully
- Provide direct mentorship & oversight to intern
- Identify organizational standards for onboarding intern
- Bring youth and young adults into work place in paid/non-paid internships and/or job shadows
- Provide industry & career information to youth and young adults via job fairs, career expos, site visits, etc.

School and Program Role

- Host employers
- Allow for field trips to businesses
- Collaborate with employers to deliver job fairs, career expos, site visits, etc.

Resources Provided to Businesses

1. Work-ready trainee prepared in 21st Century Essential Skills
2. Train-the-trainer tool kit to enhance employer capacity
3. Competency-based workplace model to guide the on-the-job training plan
4. On-going support to foster intern success and business relationship

Business Call to Action

- ✓ Partner with Workforce Development Department to learn about the business benefits of an internship
- ✓ Contact Lake County Workforce Development Department at 847.377.3423 DHarris@LakeCountyIL.gov

¹ WIOA sec. 134(c)(2)(A)(xii)(VII), <https://www.congress.gov/113/bills/hr803/BILLS-113hr803enr.pdf>