



Business Frequently Asked Questions (FAQs)

Why should I get involved?

Schools need your help to prepare students for a career path beyond high school graduation. By getting involved, you can take an active role in developing the local talent pipeline you need, and students can learn the professional skills necessary for success at work. With guidance from local business leaders, students can earn industry-recognized credentials and develop the skills they need to be prepared for local careers. Business, education and community leaders share this goal, since the results benefit the entire community.

But really, what's in it for me?

You gain access to key decision-makers in your community. Community involvement helps market your business. Having strong advocates in the community can generate good will and boost your bottom line. Further, productivity increases because more of your employment needs are met (Heinrich, 2016). Research indicates that employees stay longer if they know what to expect prior to taking a job. Work-based experiences allows students to “try on” a job to see if it is for them. Likewise, you get to “try out” potential employees (Symonds, W., Robert S., and Ronald F., 2011).

We are a small business with limited resources. Why should I take on the risk of training even one intern without a guarantee of an employee at the end?

There is value in creating opportunities to expose students to your industry and company and in helping students develop professional skills. At the end, even if they work for a competitor, that's still a win for the community, if not for your company in the long term.

What are the benefits of work-based learning experiences?

Offering work-based learning experiences for students will help build your future talent pipeline by increasing student interest in your business and industry. Students who complete work-based learning experiences are more likely to graduate from high school and enroll and complete postsecondary education (CART, 2011; Institute, 2008; Sun, J. & Spinney, S., 2017). Lastly, they develop real-world skills, which employers value and need (Pioneer Institute, 2008).

What if my business has never worked with high school students?

Experience working with high school students is not necessary. The Ohio Department of Education and Adecco can help businesses build a plan to adapt college-level internships for high school-aged students. Through a partnership with Adecco, we can alleviate some of the legal and HR implications of hiring a high school student for companies. To learn more, visit these websites: Career Connections, OhioMeansJobs and Adecco.

How much time will it take and what will it cost?

Partnering with a school can take as much or as little time as you are able to contribute. Below is a list of ways you can participate, along with the estimated time commitment and costs.

Costs vary based on how you decide to participate. Here is a list of ways you can participate, along with the estimated time commitment and costs.

Participation method	Estimated time	Cost
Serve on our business advisory council	Varies Members could serve a rotational, three-year term Attend quarterly meetings	\$0
Make a monetary or human capital investment in the schools to create educational pathways for students in high-demand fields	One time	Varies
Collaborate with school leaders to design career pathways	Whatever works for you Could be a quarterly meeting	\$0
Visit classrooms and communicate with students and parents about the skills students need to have when they graduate	30-minute classroom visits	\$0
Make yourself available to students to interview you about your career or career path	45-minute interview	\$0
Propose a real-world problem for students to research and attend student presentations	Varies Could be one hour to design case study problem, one-hour initial meeting or email communication with students to answer their questions and 45 minutes to attend and provide feedback on presentation	\$0

Provide unpaid work-based learning experiences that prepare students for jobs that are available	Varies	\$0
Invite teachers to visit your facilities to learn about what you do and need	Varies Could be two hours, preferably in the summer or on a teacher work day	\$0
Offer paid work-based learning experiences, such as an internship	Varies Could be a six-month to two-year commitment, six-10 hours per week	Intern compensation \$9.50/hour