EPHRATA HIGH SCHOOL
Internship Program

PRESENTERS
Dr. Richard Hornberger, Assistant Superintendent
Michele Myers, EHS Internship Coordinator
Employers rate the importance of candidate skills/qualities

<table>
<thead>
<tr>
<th>Skill/Quality</th>
<th>Weighted average rating*</th>
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<tbody>
<tr>
<td>Ability to work in a team structure</td>
<td>4.55</td>
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<tr>
<td>Ability to make decisions and solve problems</td>
<td>4.50</td>
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<tr>
<td>Ability to plan, organize, and prioritize work</td>
<td>4.48</td>
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<tr>
<td>Ability to verbally communicate with persons inside and outside the organization</td>
<td>4.48</td>
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<tr>
<td>Ability to obtain and process information</td>
<td>4.37</td>
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<tr>
<td>Ability to analyze quantitative data</td>
<td>4.25</td>
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<tr>
<td>Technical knowledge related to the job</td>
<td>4.01</td>
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<tr>
<td>Proficiency with computer software programs</td>
<td>3.94</td>
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<tr>
<td>Ability to create and/or edit written reports</td>
<td>3.62</td>
</tr>
<tr>
<td>Ability to sell or influence others</td>
<td>3.54</td>
</tr>
</tbody>
</table>

5-Extremely Important; 4-Very Important; 3-Somewhat Important; 2-Not Very Important; 1-Not At All Important
ESTABLISHING THE NEED

Important Employee Skills:

- Logical Thinking & Problem Solving
- Verbal Communication
- Basic Math Skills
- Reading Comprehension
- Computer Skills
ACQUIRE THE KNOWLEDGE
Content Mastery
Healthy Living, Wellness, & Self-Awareness
Civics, Leadership, & Service
Digital Literacy & Technological Proficiency

APPLY THE SKILLS
Communication
Critical Thinking & Problem Solving
Creativity & Innovation
Collaboration & Teamwork

DEMONSTRATE THE DISPOSITIONS
Honesty, Integrity, & Responsibility
Adaptability & Flexibility
Continual Learning & A Growth Mindset
Resilience & Grit
The program helps form partnerships with employers, educators, community leaders, students, and parents by “bridging the gap” between school and work.

Students gain real-world experience outside of a traditional school environment and are able to learn and apply skills authentically.
HOW IT WORKS...

- Orientation
- Aligning to Students’ Goals and Career Paths
- Pairing Students with Local Businesses
BUSINESS EXPECTATIONS

• Provide learning opportunities in as many areas of the industry as possible.
• Consent to a training agreement.
• Develop a training plan detailing the learning activities the student will perform.
• Train the student with transferable employability skills.
• Abide by federal and state child labor laws.
• Obtain state and federal clearances (direct supervisor only).
• Insist on good safety habits.
• Sign a weekly time card verifying hours worked during the previous week.
• Complete a quarterly evaluation of the student’s progress.
• Communicate problems to the EHS program coordinator immediately.
BENEFITS...

TO THE EMPLOYER
• Reduces training / recruiting costs
• Helps create a pool of skilled and motivated potential employees
• Improves employee retention
• Receives employee support from the school
• Forms a relationship with the school
• Can “try out” an employee prior to committing to full time employment

TO THE STUDENT
• Expands career awareness
• Develops employability skills
• Discovers job market opportunities
• Applies academic concepts to the “real world”

TO THE SCHOOL
• Extends the classroom into the community
• Becomes more responsible to employment needs of the community
• Helps keep up-to-date on workplace trends
• Builds a partnership with employers, students, parents, and school
POTENTIAL PLACEMENTS

Arts & Communication
• Graphic Arts
• Journalism
• Public Relations
• Video Production

Engineering & Industrial Technology
• Architectural
• Automotive
• Construction/Warehouse/Labor
• Engineering

Human Services
• Education
• Hospitality
• Law & Government
• Retail

Science & Health
• Medical/Dental
• Pharmacy
• Physical Therapy/Fitness
• Veterinarian

Business, Finance, & Information Technology
• Banking & Accounting
• General Office
• Information Technology
10-week pre-apprenticeship program to students interested in learning more about careers in construction and the trades
Students earn course credit after working on the laptops of their classmates and teachers that need repairs.
“I’d really like to see how the different states look and feel. And I’ll be able to see that when I’ve got my own truck and I’m driving over the road.”

- DUSTIN LEDBETTER, EHS 2020 Graduate

“Dustin is a new person. He has new goals, new dreams for himself. I’ve told him that I’m proud of him, but he really has no idea just how much .”

- DUSTIN’S MOTHER
Students worked directly with Astro Machine Works machinists to transform a school bus into a mobile MakerBus for EASD elementary students.
“In my senior year of high school, I had internships with two wonderful teachers: Mr. Price at EHS and Mrs. Yarger at Fulton Elementary School. In these two placements, I had many experiences that impacted my decision to pursue a career in special education and passion for empowering students to live the most independent and meaningful lives possible.”

“I'm so grateful for that opportunity to intern with such wonderful teachers and students, as well as the amazing opportunity to teach at Ephrata and give back to the school where it all began for me.”
MOVING FORWARD...

- New Business Involvement
- Co-Op Opportunities

If interested in offering a student internship or learning more about the program, email Michele_Myers@easdpa.org.