



Hiring Resources for Lincoln Businesses - Internship

Internship Programs					
Program Name	PRIDE Industries Employment Services - Internships	Lincoln High ROP	William Jessup University Internship and Work-Based Learning	Sierra College Internship Program	Placer County Paid Internship Program
Program Purpose	Job training, work experience for disadvantaged youth (including foster youth) as well as adults and veterans with a diagnosed disability.	Job training and work experience for youth.	Support local business, gov't, and non-profit while providing work-based learning opportunities for students.	To provide Sierra College students resume + professional skill building opportunities through local on-the-job work experience.	Paid Work Experience provides an opportunity for participants to build skills and experience in their chosen field.
Is the participant hired by my business or the program sponsor?	Program Sponsor or Business	Program Sponsor or Business	See DOL Fact Sheet http://www.dol.gov/whd/regs/compliance/whdfs71.htm or unpaid.	Business. Paid internship positions (hired by business) or unpaid positions (not hired but Workers' Compensation is covered by the College if the student is officially enrolled and cleared for participation by the College in advance of starting).	The Community College Foundation (TCCF) is the employer of record.
How many hours per week does the participant work?	Part-time or Full-time	12 hours.	Approx. 10-12 hours/week (flexible based on employer/student need) for approx. 100-140 total hours during academic term.	Typically averages 4-16 hours per week.	20-40 hours/week. Students may work less, can be full-time during summer.
What is the duration of the position?	180 hours.	One Year.	12-15 weeks (of internship) - option to lead to part/full time regular employee.	Internships typically last one semester (16 weeks); a second semester is possible if program regulations are met.	Up to 6 months.
What is the incentive or funding level?	Participants receive paid work experience.	Students earn high school and community college credit.	Students paid by employer based on scope of work and level of supervision for teaching/learning. No outside funding available. WJU provides insurance to cover unpaid interns registered for academic credit.	Unpaid interns have Workers' Compensation covered by the College; no other funding/support is provided.	Wages & Workers' Compensation paid by TCCF. Candidates complete job readiness courses and are pre-screened prior to placement.



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Employee Eligibility Requirements	Disadvantaged youth ages 17-21 residing in Placer County OR veterans with a diagnosed disability.	Junior or senior attending high school in Placer County and registered for ROP program.	Enrolled in WJU internship course (for credit) or student seeking additional work-based learning opportunity.	2.0 GPA, internship position must relate to and support student's career/educational goals, must be continuing student at Sierra College, student must enroll in and pay for internship units.	Enrolled in Placer County's Employment Program.
Business Eligibility Requirements	Safe and civil environment.	Business located in Placer County, job must link to youth career path.	All internships must be supervised by someone on staff who will support the learning environment. If unpaid, interns should not fill a position that an employer would otherwise fill with a paid employee.	Private entities offering unpaid internships must meet FLSA regulations; unpaid interns cannot fill a previously paid position; all internships must incorporate appropriate college-level and industry-related learning and experience; site must allow one in-person visit by faculty member per intern, per semester.	Participants may not displace any employee or fill a vacant position. Worksites may be private, public or private non-profit.
Compensation Rate	\$9/hr.	Unpaid.	Paid at least minimum wage, depending on scope of work (see DOL Fact Sheet) or www.jessup.edu/launch (click Employer Resources).	Internships can be paid or unpaid. (Unpaid positions must meet FLSA regulations). Stipends are encouraged for unpaid opportunities.	Minimum wage and Workers' Compensation paid by TCCF.
Candidate Labor Pool	Youth ages 17-21 OR veteran (18+).	Students ages 16-19 yrs.	Traditional college ages 18-25 and some adult learners/degree completers seeking Applied Learning project.	Enrolled Sierra College students.	Placer County residents receiving CalWORKs assistance. Includes students seeking internships or those looking to increase skills/experience.



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Opportunity to Pre-select Candidate	PRIDE matches and places, subject to qualifications.	Yes, subject to pre-screening requirements.	Yes.	Sierra Job Link is offered only as a connection tool; no applicant screening offered. Sierra College Program can pre-screen for GPA/course completion.	Yes. The worksite interviews and selects the candidate.
Contact Information	<p>PRIDE Industries Youth: Mindy Tubra, (916) 788-2149, mindy.tubra@prideindustries.com</p> <p>Veterans: Deb Tomlinson, (916) 517-3729, debbie.tomlinson@prideindustries.com</p> <p>Other People with Disabilities: Deb Tomlinson, (916) 517-3729, debbie.tomlinson@prideindustries.com</p> <p>www.prideindustries.com</p>	<p>49er ROP Paula Stephan (530) 889-5910 pstephan@placercoe.k12.ca.us</p> <p>www.49erROP.com</p>	<p>WJU Office of Career & Life Planning Christy Jewell (916) 577-1815 cjewell@jessup.edu</p> <p>http://www.jessup.edu/learning-commons/career-services/employer-resources/</p>	<p>Sierra College Brook Oliver/Sheila Dobbin (916) 660-7481 careerconnections@sierracollege.edu</p> <p>www.sierracollege.edu/student-services/career-connections/index.php</p>	<p>Placer County Employment Svcs Leticia Rios (916) 784-6068 RHyland@placer.ca.gov</p> <p>www.placer.ca.gov</p>