



CAREER READY LANCASTER! IS A COUNTY-WIDE ACTION-BASED COLLABORATIVE CREATED TO CONNECT PEOPLE TO CAREERS.

Employers, education, and community partners work together to solve complex workforce issues and create a pipeline of skilled workers. Career Ready Lancaster! exists to bring these entities together.

Career Ready Lancaster! is convened by the Lancaster County Workforce Development Board and includes partners such as the Lancaster County Stem Alliance and Lancaster Chamber.

Together, we have officially recognized Inspire Lancaster as the tool to help connect students and job seekers to work-based learning opportunities with local businesses.

INSPIRE
LANCASTER










Career Experience Definitions



BUSINESS SITE: SHORT-TERM CAREER EXPERIENCES

EXPERIENCE	DEFINITION	SPECIFICS
<p>Job Shadow</p>	<p>Students work with businesses to visit the workplace, investigate a career field, and experience a typical day on the job.</p> 	<p>Number of Students: 1 to 3 students</p> <p>Time: Minimum three hours per experience; minimum of three separate experiences. (Same or different businesses)</p>
<p>Mini Job Shadow</p>	<p>A single visit during which students work with businesses to visit the workplace, investigate a career field, and experience a typical day on the job.</p> 	<p>Number of Students: 1 to 3 students</p> <p>Time: A single visit for 1-3 hours</p>
<p>Business Tour</p>	<p>A business representative gives students a tour of the facility to share information and highlight a variety of jobs. Recommended: Short introduction meeting and a follow-up Q&A session at the end.</p> 	<p>Number of Students: 1 to 75 students. (Typically, a tour will have between 2-10 students. The maximum number of students will be coordinated between the teacher and the business representative).</p> <p>Time: 1 to 4 hours</p>
<p>Mentorship</p>	<p>A one-on-one experience between a business representative and a student, sharing insights and providing encouragement and guidance about the workplace, work ethics, careers, and educational requirements.</p> 	<p>Number of Students: 1 to 3 students</p> <p>Time: Minimum of 6 total hours. Recommended to meet multiple times throughout the course of a school year.</p>
<p>Service Learning</p>	<p>Meaningful unpaid community service with instruction and reflection teaching civic responsibility and community involvement.</p> 	<p>Number of Students: 1 to 50</p> <p>Time: 1 hour to 60 hours</p>

BUSINESS SITE: LONG-TERM CAREER EXPERIENCES



EXPERIENCE

DEFINITION

SPECIFICS

Internship

- Clearances Required
- Optional Paid Experience

An internship is an introduction to a career for one or two semesters.

A structured work-experience program during which the student experiences a career of interest. The internship plan is outlined in a training agreement with learning objectives and student evaluation requirements. An internship can be a paid or unpaid short-term work-experience for career exploration.



Each school district will have variations to their requirements. Generally, you can expect that the internship will last one semester for 5-10 hours per week.

Sem 1: End of Aug - Beginning of Jan
Sem 2: Middle of Jan - Beginning of June

Co-Op

- Clearances Required
- Paid Experience

A co-op is a job. The employment may continue after graduation.

A hands-on work-experience connected to the student's career goal and a program of study. Co-Op includes a signed training agreement and plan, worksite visits, quarterly supervisor evaluations, a co-op class with regular instruction, and is supervised by a school-certified co-op instructor. A co-op is a job with an employer and employee relationship including all applicable state and federal guidelines.



Each school district will have variations to their requirements. Generally, businesses can expect that the co-op will last for one or two semesters. The students are expected to work for a minimum of 15 hours per week with some of the hours during the school day.

Pre-Apprenticeship

- Clearances Required

The United States Department of Labor (USDOL) and the Pennsylvania Department of Labor & Industry (L&I) define pre-apprenticeship programs as having a documented partnership with at least one registered apprenticeship program and preparing individuals to enter and succeed in apprenticeship. Pre-apprenticeships can also help students decide on an occupational track, develop their foundational skills, and improve productivity once individuals gain employment.



Time: As defined by 3rd party providers such as ABC Keystone and Manufacturers' Association.

Apprenticeship

- Clearances Required
- Paid Experience

A career preparation activity designed to prepare an individual for careers in skilled crafts and trades. There are some apprenticeship programs that accept high school students between the ages of 16 and 18 to begin their apprenticeships. Apprenticeship training usually requires one to five years to complete, depending on which occupation is chosen.

State and federal registered apprenticeship programs are work-based education partnerships between industry, labor, education, and government. Apprenticeship is industry-driven and provides an effective balance between paid on-the-job training and required classroom and laboratory instruction. There is a broad span of occupations from low tech to high tech in fields including medical, trades, crafts, and technology.



Time: As defined by 3rd party providers such as ABC Keystone and Manufacturers' Association.