



1st Job-Lincoln Program

Sponsored by: Lincoln Human Resource Management Association (LHRMA)

Executive Summary

Program Description

1st Job-Lincoln is a program that gives students opportunities to experience the information technology business world while still in high school. 1st Job-Lincoln is put on by the Workforce Readiness Committee (WRC) of the Lincoln Human Resource Management Association (LHRMA). The name "1st Job-Lincoln" was coined to promote the concept of preparing youth for their first job in a *professional* setting. The program seeks out "Champion Employers" who "champion the way" for our community's youth to access such jobs at an early age. Unlike other typical summer jobs for teens, 1st Job-Lincoln gives students an opportunity to explore a career in the IT field for which they may not otherwise be able to access as a high school student. Secondly, 1st Job-Lincoln provides employers with an opportunity to seek qualified candidates for future employment needs.

Since the pilot inauguration in 2013, 1st Job-Lincoln has provided job coaching to over 150 high school students; 31 different employers have participated in our program, resulting in the employment of 70 high school students in professional information technology internship settings that have yielded some amazing accomplishments. Here are just a few examples:

- Revolutionized how one Champion Employer delivers a typical on-ground medical assisting class to an on-line format through video delivery for all 15 campuses nationwide. **(Kaplan University)**
- Summer internship turned into ongoing, part-time position. Intern created various websites; managed several databases and various windows servers; independently responds to help desk requests; sets up new equipment for domain use; and provides back-up coverage for IT manager when out of the office. **(Region V Systems)**
- Developed external customer-facing website (utilizing Adobe and Java Spring framework) that provides financial service information, giving the business the ability to seamlessly update the website without having to engage IT development resources. **(Cabela's)**

Program Format

1st Job-Lincoln works closely with both participating students and Champion Employers before and during the internship experience to ensure students are well prepared to enter the job site and to assist the Champion Employers with any concerns or challenges encountered during the students' summer employment.

The cornerstone of 1st Job-Lincoln is to create real-world work experience(s) beginning with the hiring process. It is understood that some Champion Employers may not find a suitable match due to a

combination of circumstances such as skill level, interview performance, student motivation or a small candidate pool for the number of jobs available.

Important Program Dates

Champion Employer Info Session: Thursday, October 25, 2018

Deadline for students to sign-up: Friday, February 1, 2019

Deadline for Champion Employers to sign-up: Friday, February 15, 2019

ACE IT for participating students: Friday, February 22, 2019

Mock Interviews for participating students: Friday, March 1, 2019

Job Fair for both Champion Employers and students: Thursday, March 28, 2019

Internship Period: Late May – mid August

Program Celebration Event for both Champion Employers and students: Thursday, July 25, 2019

Testimonials

By making an investment in our community's youth, 1st Job-Lincoln and its Champion Employers are able to showcase Lincoln as a **workforce leader** and inspire the talented youth in our community. 1st Job-Lincoln has received many testimonials over the last four years; here is a snapshot:

- *"The Career Academy (TCA) is excited to partner with LHRMA to contribute to the ongoing success of 1st Job- Lincoln. The potential to connect TCA programming and networking students is a tremendous opportunity. Working with previous Champion Employers, as well as creating new Champion Employers through our pathway support teams and other local employers, is a win-win for everyone involved."* **(Dan Hohensee, Director of The Career Academy)**
- *"The opportunity to work in a professional environment that relates to Andrew's academic passion will help him determine if this job fits his career choice before he begins his college life. It also gives him new skills in networking with other highly trained people in our community to build his personal and professional relationships. I look forward to seeing this opportunity expand into other fields in the future. I would really like to thank everyone involved in this program...wonderful opportunity for our students in Lincoln."* **(Parent of Student Intern)**
- *"We have been very impressed with the talent these two 1st Job-Lincoln Interns have brought to us. They are hardworking and eager to learn. IT at a place as large as UNL is complicated, and both interns have been making great strides in understanding and helping with it. We have no doubt that both the interns and ourselves will take a lot of positives out of this internship experience, and we look forward to working with 1st Job Lincoln again next year."* **(David Hartline, Director of Information Technology & Facilities Operations at UNL's College of Business Administration)**

For a complete list of participating Champion Employers and testimonials please visit our website:

lincolnhhr.org/1st-job-lincoln

Community Partnerships

We recognize that community partnerships are vital to the success of this program as such partnerships allow us to draw upon the diverse strengths that our community has to offer. The following community partners have made a commitment to collaborate on the 1st Job-Lincoln program:

- **City of Lincoln, Greater Lincoln Workforce Development Board**
 - Leaders from business, economic development, education, labor, and community

organizations provide oversight of employment and training programs in Lancaster and Saunders Counties.

- Contact: Jan Norlander-Jensen, Workforce Administrator
jnjensen@lincoln.ne.gov

- **Lincoln Partnership for Economic Development**

- The Lincoln Partnership for Economic Development (LPED) is a public-private collaboration charged with fulfilling Lincoln's Economic Development goals. Job growth and business expansion are critical components of a vibrant and thriving community. The Lincoln Partnership is committed to supporting Lincoln's continued success as a place of business expansion, growing talent and endless opportunities. Our primary areas of focus are: business development, business retention & expansion, entrepreneurship & innovation, workforce development and talent strategy.
- Contact: Rachel Placzek, Director of Talent Strategy
rplaczek@selectlincoln.org

- **The Career Academy**

- The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. The goal of TCA is to provide academic and real-world experiences to high school juniors and seniors through high school and dual credit courses in 17 different career pathways.
- Contact: Dr. Dan Hohensee, Director
dan.hohensee@thecareer.academy