



1st Job-Lincoln – Quick Fact Sheet for Employers

What is 1st Job-Lincoln?

1st Job-Lincoln is a program designed to match Jrs. and Srs. in high school with a demonstrated aptitude in a variety of career paths with an opportunity at your company. By participating in 1st Job-Lincoln, students get real-life experience, and your company gains access to the brightest talent pipeline growing within our high school system. 1st Job-Lincoln is put on by the Workforce Readiness Committee (WRC) of Lincoln HR.

Students are currently involved in one of the following career clusters:

Ag and national Resources	Architecture and construction	Arts, AV tech and communications
Business management and administration	Education and training	Finance
Government and public administration	Health science	Hospitality and tourism
Welding	Information tech	Law and public safety
Manufacturing	Marketing	STEM
Transportation, distribution and logistics		

Students come prepared for the internship:

To make this program successful for the student and the Champion Employer:

- Students are required to participate in a formal workforce preparedness program designed and delivered by HR and other workforce professionals to create awareness in the students of the importance of attitude, appearance, and accountability as an applicant and intern.
- WRC Committee members act as “buddy advocates” to the students and the employers during the length of the internship to address any challenges or concerns.

Internship parameters for Champion Employers:

- In order to provide value to both students and employers, we ask that employers commit to hosting an internship or providing a shadow experience if an internship is not possible. We have toolkits available to prepare you for either! Visit [LincolnHR.org/1st-job-lincoln/](https://lincolnhr.org/1st-job-lincoln/)
- To participate in the program, complete our on-line registration form by **March 7, 2025**.
- Designate a representative to attend the Job Fair on April 9, 2025, where your company is promoted and you have the opportunity to meet qualified, interested students (**approx. 2- hour time commitment on April 9, 2025 from 3:00-5:00 pm**).
- Internships:
 - Timing and Duration: Late May – mid-August. A minimum of 20 hours a week is recommended to give the student a rich internship experience.
 - Wages: Paid internship of at least minimum wage at \$13.50.
- Job Shadows:
 - Timing and duration: job shadows must be held between late May – mid-August. We recommend a day long experience to provide a valuable learning opportunity.

Visit our website to become a Champion Employer today <https://lincolnhr.org/1st-job-lincoln/>.

Questions? Kaylie Hogan-Schnittker, Workforce Readiness Director, 402-436-2378, kaylie@selectlincoln.org