**CalWORKs Internship Program**

This program in collaboration with Oxnard College provides paid/unpaid on-/off-campus career education and job seeking/job retention skills to students in the CalWORKs Program. This program is designed to stimulate and promote employment for eligible CalWORKs students. Job preparation, job development, and post employment services are also provided.

The Internship Program at Oxnard College provides paid/unpaid on-/off-campus career education and job seeking/job retention skills to students in the CalWORKs Program. This program is designed to stimulate and promote employment for eligible CalWORKs students. Through this program it will provide students with numerous worthwhile job related opportunities. They will gain experience, develop skills, make connections, strengthen their resumes, learn about a field, and assess their interest and abilities.

This internship is particularly beneficial, because it will bring new people with novel perspectives, fresh ideas, and specialized strengths and skill sets. Also, students who struggle financially may find this small additional source of income helpful to facilitate a positive future. The success of the program depends on the good cooperation between all parties involved—the work site supervisor, the student, and the Oxnard College CalWORKs Counselor/Coordinator.

**Local Labor Market Linkages**

* Oxnard College CalWORKs researches local labor and coordinates with career technical education to identify specific areas of study that will lead CalWORKs students into employment based on demonstrated labor market demand.
* Students must comply with CalWORKs policies and procedures to ensure fulfillment of Welfare to Work activities.
* Work hours must be flexible to accommodate both the students’ class schedule and employers’ need. Required work hours are a minimum of 20 per week.
* Students must be enrolled at Oxnard College in a minimum of 9 units.
* Students must meet academic performance and conduct standards set forth by the school and the employer.
* Students must attend all EASEL workshops (unless stated otherwise).
* Students must meet with the program coordinator to develop Learning Objectives.

**Benefits to the Employer**

In terms of both today's workload and tomorrow's workforce, starting an internship program is an excellent way to facilitate success at your small- or medium-sized business. Through this program you the employer will benefit by getting a qualified temporary work force at no to little cost. Because of this, hiring someone as an intern is the most effective way to evaluate their potential as a fulltime employee. When it comes to fulltime staffing, you avoid the pitfall of training a new hire that may not be a good fit for your organization.

This internship program lets you benefit from the extra manpower and allows a low risk assessment of the candidates. It will permit you to effectively manage your workflow and to accomplish immediate objectives. This will simplify finding new team members to help your business grow and achieve your future goals.