



# Career nnect

Creating exploration opportunities  
for students in your industry.



Union Public Schools



Does your company have a challenge finding **qualified** employees?

Are you looking for **new** ways to **engage** current employees?

Would you like to **improve** the success of your employee **recruitment** efforts?

Could your organization **benefit** from **greater visibility**?



**workforce  
growth**

Union Public Schools' Career Connect program – and our amazing students – may be the answer. We are interested **in growing the workforce pipeline** in high-demand fields by matching Tulsa-area companies and non-profits with high school students who are exploring career options. In exchange for offering internships, training, or community service opportunities, your organization benefits from:

- enhanced community presence and industry familiarity;
- a pool of prospective employees who have been pre-qualified;
- an improved corporate culture with more engaged employees;
- a mechanism to continuously improve training; and
- the best feeling in the world . . . knowing you have made a difference in the life of a student!



# Here's your chance to make a difference!

Union is looking for partners across a variety of industries and interest areas, including:

- Aerospace
- Automotive
- Biomedical
- Construction
- Culinary Arts
- Early Childhood
- Future Educators
- Information Technology
- Law Enforcement
- Manufacturing
- Sports/Community  
Medicine
- Sports Marketing and  
Promotion; and
- Others (insert *your*  
industry here!)

making a  
difference

# About Career Connect

Career Connect is designed to give juniors and seniors the **opportunity to learn** through **real-world experience**. Union High School students enroll in an elective class and are placed in career internships or community service roles tailored to their particular interests. The program allows students to explore potential careers before graduation, helping them to make more informed decisions about **their future**.

Our students also have the opportunity to earn college credit and technical certifications (depending upon their area of interest) while still in high school. Paid internships and summer jobs are available in some programs.\* After graduation, many students will attend college or seek other specialized career training. A number of Union students have **successfully** transitioned to **full-time employment** with Career Connect partners.

*\*Career Connect partners are not required to pay student interns, but it is an option.*



The image features a solid red background. In the center, the words "give" and "opportunity" are written in a bold, white, sans-serif font, stacked vertically. The word "give" is positioned above "opportunity". Surrounding the text are several semi-transparent red circles of varying sizes, connected by thin white lines, creating a network-like or molecular structure. One large circle is in the top right corner, and several smaller ones are scattered around the text.

**give  
opportunity**



# Industry Partner Requirements

- Sign and return a memorandum of understanding with Union Public Schools.
- Complete Junior Achievement forms Volunteer Conduct Standards and Job Shadow/Consultant Agreement (to be eligible for a \$1 million liability insurance policy, at no cost to the partner).
- Host students at your location or job site.
- Provide clear expectations and meaningful roles for students when they arrive.
- Record attendance daily or weekly using an online program.
- Report any problems, questions, or concerns to the program director (i.e., accidents or injuries, discipline issues, etc.).
- Ensure students have personal protective equipment if needed.

*Note: Use of an image or likeness of students on social media or allowing the news media access to students without permission from Union Public Schools is strictly prohibited.*

# Union's Commitment to Partners

A Union Career Connect counselor will:

- make site visits to check on students
- facilitate student assignments and choice of industry partners
- clearly communicate students' performance expectations on days school is in session and verify attendance
- provide opportunities for students to reflect on their activities and assign grades
- monitor attendance and performance of students; and
- be the liaison between the school and industry partner

## **Additional Information**

[www.unionps.org/career-connect/](http://www.unionps.org/career-connect/)

918-357-6305

[careerconnect@unionps.org](mailto:careerconnect@unionps.org)







# FAQs

### **How often will students be on-site?**

Student interns may report daily or twice a week for a 1.5-hour block, depending on the company's needs and student schedules.

### **Is there a minimum number of students we are required to take?**

No. We have had some partners start with 2-3 students, and others who accommodate 18-20 students.

### **Who provides transportation?**

In most cases, the students drive. Union Public Schools has provided buses or arranged for alternate transportation in some instances. Partner companies have also offset transportation costs by donating gas cards. One partner even purchased a 15-passenger van.

### **Do I have to pay the students?**

No. We have some partner companies who choose to pay an hourly wage, but the majority of our partners do not pay students. It is considered a job shadowing experience.

### **Are student interns covered by insurance?**

Yes, Junior Achievement covers students with a \$1 million liability policy.

### **What if a student is not working out?**

If a student is not a good fit, you may contact the Career Connect office. The arrangement must be mutually beneficial for the student and the company.



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*“Over the years, we have had challenges finding the qualified talent we need. We see partnering with Union’s Career Connect as a **way to grow** our own talent, to be engaged, and to help students understand the career pathways available in manufacturing.”*

– Stephanie Cameron,  
Community Affairs Director,  
APSCO Manufacturing

*“I want to emphasize . . . it is fun! We really enjoy working with these kids. Union Public Schools is committed to this program – there is absolutely no doubt about it. They are the only school district I know of where I can literally tell you what their #1 priority is: **‘100% graduation, college and career ready.’** Everyone in their organization gets it, and they are **committed to it.**”*



– Todd Pfeifer, COO/Vice President,  
Ebsco Spring Company

# testimonials



*“If I had to rate this experience on a scale of 1-10, it would be a 10. These students have been polite. They have been overwhelmingly nice. You put a wrench in their hand and **watch them go!** We have emphasized safety, and every one of these students has had no problem abiding by the rules. It’s really been a **win-win situation for both of us.**”*

– Gary Burr, Mechanical Shop Supervisor,  
City of Tulsa Maintenance

*“When you give the students an **opportunity**, they will impress you. We still have employees from the Union Career Connect program that came in as interns. I think the **potential** of these kids, once you get to know them and give them a chance, **will blow you away.**”*

– Stephanie Cameron,  
Community Affairs Director, APSCO Manufacturing



The  Award  
Goes to  
Joel Rios  
Presented by

EBSCO Spring County

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918-357-6305

[www.unionps.org/career-connect/](http://www.unionps.org/career-connect/)  
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