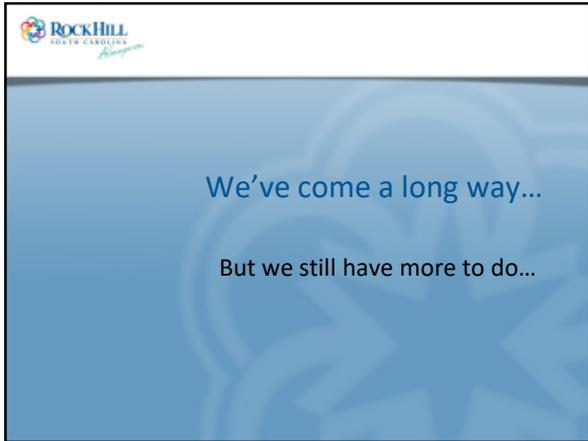


The information provided here is for informational and educational purposes and current as of the date of publication. The information is not a substitute for legal advice and does not necessarily reflect the opinion or policy position of the Municipal Association of South Carolina. Consult your attorney for advice concerning specific situations.







The Works!

- 2019 Mayor asked us to develop a “hands on” experience for non-college bound high school students
- Internally – Partnerships with Department Heads
- Externally – Partnerships with Career Counselors

From This...

Not sure if college is your thing?
Going directly to work after high school?

Explore your future with **The Works!**

Free, hands-on, career exploration program for high school students in Rock Hill.
Discover career options that don't require a college degree.

Learn the skills, experience and training needed to be successful in a variety of work programs including:

- Police & Fire
- Utilities - Electric
- Lifelines - Worker & Maintenance
- Roads & Transit
- Recycling & Sanitation
- Inspections & Governance Development
- Building & Fleet Maintenance
- Park Maintenance & Customer Service

Attend any number of full day sessions to learn about a variety of opportunities available at the City of Rock Hill.

- Tuesday, March 17, 2020
- Wednesday, March 18, 2020
- Friday, March 20, 2020

Space is limited. Sign up today!
cityofrockhill.com/theworks

To This...

Explore your future with **The Works!**

Fall 2023 Catalog

Wednesday, October 18
Option 1
City of Rock Hill
Public Works

Thursday, October 19
Option 2
Water's Worth It

Maximum students: 10

Application-based

The Works! Fall 2023 Application

The Works! career exploration is a FREE program designed for City of Rock Hill high school students who are likely to enter the workforce immediately after high school graduation. The Works! program offers opportunities for students to have hands-on experiences learning the different career opportunities our municipal system and utilities have to offer.

Check out the Course Catalog for details: <https://bit.ly/446t9Z1>

- Primary consideration given to grades 11 and 12 with consideration for 10th grade students as space allows.
- Designed for students enrolled at Northwestern, South Pointe, Rock Hill, York Preparatory Academy, Riverwalk Academy and homeschoolers in Rock Hill.
- Students can attend one, two or three days as their school program and workload will allow.
- Lunch is provided.
- Program days are from 9:30 AM to 3 PM. Students are responsible for their transportation to and from the program. School transportation is not provided. Transportation will be provided for students with disabilities. Staying overnight locations is a part of the career exploration.
- Students and parents must sign a waiver.

The "Work" of The Works!

- Department program reviews and changes
- Partnership with Communications team for development of promotional materials
- Social Media campaigns
- Homeschool outreach (1st added in 2023)
- Vetting of Student Applications
- Waivers for Students – Legal Counsel Assistance
- 17% "no show" rate
- Attendance:

Spring 2022	Fall 2022	Spring 2023	Fall 2023
53	46	79	60

Daily Structure

- 9:30 am -3:30 pm
- Interactive Sessions
- Human Resources provides a pizza lunch with guest speakers from the department
- Human Resources wraps up the day with a recruitment plug and a few tips for successful job searches, interviewing, and dos and don'ts for their social media
- 9 tracks for students to choose from:

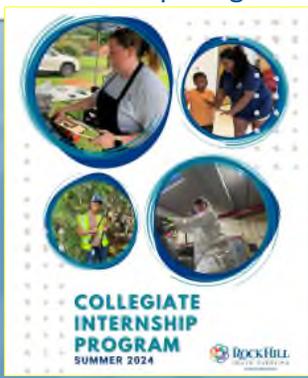
Kahoot!

CDL Careers	Fire	Police
Technology	Water's Worth It Utilities – Water & Sewer	Tourism & Hospitality
Shaping RH's Future Neighborhood Services & Planning	Electric Utilities – Electric	Behind the Scenes Maintenance & Landscaping



Internship Program

- Formalized summer program began in 2019
- Two Types:
 - Vocational
 - Collegiate



**COLLEGIATE
INTERNSHIP
PROGRAM
SUMMER 2024**





PAID SUMMER COLLEGE INTERNSHIP OPPORTUNITIES



cityofrockhill.com/hr

Potential Internship Areas
(Depending on department need)

- Utilities, Public Works and Sewer
- Public Works
- Project Management
- Insulation Authority
- Information Technology Services
- City Operations and Administration
- Recreation & Public Development
- Programs and Accounting
- Customer Service and Collections
- Public Works and Safety
- Parks, Recreation & Tourism
- Planning & Development

Pursued Majors & Degrees:

- Business
- Engineering
- Construction Management
- Civil
- Marketing
- Geography, GIS, Planning and Urbanism
- Public Administration
- Economics
- Management
- Electrical
- Computer Science
- Math/Eng.
- Social Science
- Political Science
- Human Resources Management

HOW TO APPLY

Submit your application and resume to www.cityofrockhill.com/jobs

Make sure to include:

- Letter of Interest
- Letter of Recommendation
- Resume
- LinkedIn Profile

Application openings 5/9/2023 through 7/20/2024. Applications will be reviewed on a first come, first serve basis.

Questions? Contact us at employment@cityofrockhill.com



Internship Program



2023

- Departmental Interest**
By or before November 16, 2022. Departments should let Cadie Gault (cadieg@cityofrockhill.com) or HR know that they would like to host an intern in Summer 2023.
- Application Review**
All complete applications are submitted. Cadie will compile and send to appropriate departments.
- Internship Applications**
• Open December 13, 2022
• Close February 28, 2023
• cityofrockhill.com/jobs
- Interview with Departmental Representatives**
Starting February 14, 2023
- Selection & Notification**
Starting March 1, 2023
- Background Check Process**
April 2023
- City Intern Orientation**
Monday, May 15, 2023
- Last Day of Internship: Friday, August 4, 2023



 **Format/Structure**

- Every other week – speakers/activities/team-building facilitated by our Learning and Development Specialist
- Offered tickets to food vouchers for Food Truck Fridays
- Summer finale is each student presents their projects and what they learned to City Management and Department Heads
 - Video final presentation for students' growth
- Professional headshots provided to each student



Apprenticeship Program



APPRENTICESHIP CAROLINA
SC TECHNICAL COLLEGE SYSTEM



 **Apprenticeship Programs**

- Original program started in 2018

Program Revitalized in 2022

- Partnership with York Technical College and Central Carolina Technical College
- CDL (Construction/Field) Apprenticeship
- Refuse Truck Operator Apprenticeship
- Water/Wastewater Operator Apprenticeship

 **Grant Funding**

- A huge sell with departments
- York Tech Partnership:
 - Grant funding ranges from \$3,000 - \$4,000 based on their age bracket and the program
 - Average bill for CDL/Sanitation program is \$1,500-\$2,500.00
- Central Carolina Technical College Partnership:
 - 100% scholarship funded to date
 - \$130.00 exam fee only

 **Caution!**

The Devil is in the Details...

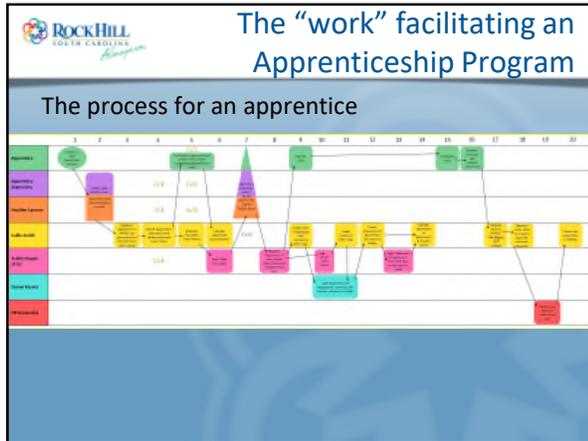
- Department of Labor Apprenticeships Beware
 - Clause required an affirmative action plan (we made them withdraw the language in our agreement)
 - Understand the terminology and their program requirements
 - Apprenticeship Carolinas vs DOL
- Partnership Agreements
 - Iron out who is doing what and when
 - Spell everything out. Lean on the Tech School coordinator



 **Caution!**

The Devil is in the Details...

- Apprenticeship Agreements (legal council creation/review)
- Non-compete laws – keep an eye on these because these “payback” requirements of such programs maybe be a part of proposed legislation



The results

- Participation & Results in **The Works!**
 - 60-80 students per session (spring and fall)
 - Relationship building with schools
 - Hired 4 to part-time or full-time positions
- Participation & results in **Internship Program**
 - Average 12 interns per year
 - Hired 18 in either Full Time or Part Time positions after their internship

The Results

- Participation & Results of **CDL & Sanitation** Apprenticeship Programs
 - 10 Completed
 - 4 Currently in Program
- Participation & Results of **Water/Wastewater** Apprenticeship Program
 - 4 Wastewater Apprentices in Program
 - 1 Water Apprentice in Program

Contact Information

deana.keever@cityofrockhill.com

Mobile: 803-322-8359 (text anytime)
