Deeper Learning is an education approach that recognizes that preparing today’s students for career readiness extends beyond the classroom. When students are given the opportunity to gain real-world experience and immerse themselves in professional settings, they will not only gain a deeper understanding of core academic subjects, they will also gain the necessary skills to be successful in the workforce. Work-based learning opportunities, such as internships and apprenticeships, provide this real-world connection, bolster the necessary skills to be gainfully employed and generate awareness of local industries and future opportunities in their community. Throughout the country, businesses are recognizing the importance of these immersion and work-based learning programs for student success and are helping grow the workforce of tomorrow by offering these opportunities today.

High-Tech Internships for Tomorrow’s Employees—Dayton, OH.
Noticing an increasing demand for skilled employees in the rapidly growing high-tech industry, the Dayton Chamber of Commerce supports and promotes the Third Frontier Internship Program, which aims to develop a talented and capable workforce in Ohio. The program offers local college students immersive opportunities at companies in the following fast-growing technologies and technology process industries: Advanced Energy, Advanced Materials, Advanced Propulsion, Biomedical, Instruments, Controls and Electronics and Information Technology.

- **Student Benefits:** Students are exposed to the necessary skills for working in these industries, and are given assistance in finding post-graduation employment in these fields.
- **Employer Benefits:** These internship opportunities allow businesses to generate awareness about future career opportunities, ensure that students are graduating with the kinds of skills they need to do the job and retain top talent in the state. *Businesses are provided with reimbursement for each eligible internship that is matched with private funds.*
- **Chamber Role:** The Dayton Chamber serves as the West Central Ohio Regional Partner for this initiative, providing technical assistance, verifying employer eligibility and processing reimbursements.
- **Program Results:** Over 700 interns from 23 universities have participated in the program to date, resulting in 60 percent post-internship employment.

Introducing High-School Students to the Workplace--Spokane, WA. Greater Spokane Incorporated (GSI)’s Education & Workforce Department, in partnership with local school districts and the Spokane Area Workforce Development Council, developed Work 101, an internship program that provides students with meaningful, offsite, learning opportunities that build academic, technical and career readiness.
Student Benefits: Students are partnered with area businesses, where they can benefit from real-time opportunities and skill application. These experiences not only further students’ academic and technical abilities, but they also inspire students to pursue relevant coursework and make more informed decisions regarding career paths, especially in terms of post-secondary education and vocational training.

Employer Benefits: Not only do businesses get the support interns provide, but they help educate the future workforce by providing the meaningful Deeper Learning opportunities that will close the skills gap and improve student success.

Chamber Role: GSI manages the program in partnership with the Mead and Central Valley School districts and the Spokane Area Workforce Development Council. GSI works one-on-one with businesses interested in internships to design quality, mutually beneficial experiences.

Program Results: According to their 2013 Annual Report, GSI paired 60 students in extended job shadows at over 20 companies in Spokane in its first year.

Interning Remotely—New Jersey. Unlike traditional onsite, work-based learning opportunities, the New Jersey Chamber of Commerce Foundation has developed The Remote Internship Experience (RIExperience). The RIExperience is designed so students and businesses are given social entrepreneurship projects to complete under the guidance of the New Jersey Chamber of Commerce teams of managers and business volunteers. Projects culminate in an in-person presentation of the participants’ findings and results, with a monetary prize awarded to the best project.

Student Benefits: Participants are given a unique opportunity to spearhead challenging and engaging projects, that are often more substantive than a traditional internship can provide. Through this experience, they learn to apply problem solving techniques, and gain technical and interpersonal skills. Students who complete the program can add the experience to their resume, and receive a letter of recommendation from a Chamber executive.

Employer Benefits: Employers are able to offer meaningful Deeper Learning opportunities that take advantage of communications tools and are possible at costs that are lower than those of standard internship programs.

Chamber Role: The Chamber has developed 10 structured activities / PPT presentations that guide the project. Chamber staff members also manage the experience, provide oversight of both the student interns and the business volunteers and coordinate with educators and participates in the judging. In addition, the Chamber helps secure letters of recommendation from Chamber executives for participating interns.