

STUDENT PROGRAMS CATALOG

July 2012

*Partnerships for a Stronger
Community, Workforce, and Environment*

**NORTHEAST OHIO
REGIONAL SEWER DISTRICT**

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Introduction



The Northeast Ohio Regional Sewer District is committed to developing and implementing programs for students in our service area. Our goals are to enhance the educational experience, expose students to careers in our industry, increase awareness about the importance of our valuable water resources, and

provide real work experiences that develop marketable skills.

A number of our programs help finance students' educational pursuits. There is hope that some of these students will consider a long-term career at the Sewer District; we are committed to building a labor pool that reflects the diversity of our service area.

Although not every student will seek a career path here, our objective is to prepare them to become a contributing part of the future workforce. Through our staff's investment of their time and talent, we provide these youth the exposure and skills they need to become successful adults. We consider our student programs to not only be an investment in these youth, but an investment in the vitality and success of this region.

The purpose of this booklet is to provide a description of these programs for both an internal and external audience. Perhaps you know young people who would flourish in one of these programs. Or perhaps you would like to participate yourself. If so, we would be happy to help cultivate the students' professional aspirations and your desire to help them.

EDUCATIONAL PARTNERSHIPS, SCHOLARSHIPS, & WORK PROGRAMS

Aquabots

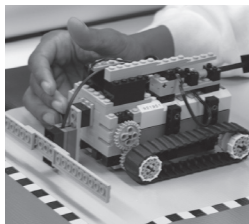
Purpose:

The goal of the Aquabots program is to help Cleveland Metropolitan School students from Carl & Louis Stokes Central Academy improve their academic performance in math, science, and technology, piquing their interest in technical careers. We hope the students will also gain greater interest and awareness of the importance of water and our environment.

History:

The Aquabots Team Challenge Project was first conceived in 2006 and resulted from a partnership between Paragon Tec, NEORS, and Carl & Louis Stokes Central Academy. Since that time,

NEORS has funded this program, which aligns with state academic proficiency standards.



Aquabots is designed to help students learn important concepts about local watersheds, water usage and treatment, and water preservation.

Program activities, process, and schedule:

As part of the project, students combine the popular LEGO® Mindstorms® robot system with a series of hands-on water science activities to learn important concepts about the local



watershed, water usage and treatment, and water conservation.

Students spend two hours a day for six days at the Great Lakes Science Center learning how to program robots. NEORS provides the new Mindstorm NXT robot kits for the students' use. Stokes Academy selects 24 students from the 6th, 7th, and 8th grades to participate.

The program takes place during the last two weeks in May. As part of the requirements, students give oral presentations summarizing what they have learned from Aquabots.

In June, the students participate in a culminating event where they are able to demonstrate their robotics programming skills in a non-competitive environment.

The program costs \$110 per student, plus the cost for daily transportation and a snack.

For more information about Aquabots, contact Communications & Community Relations at **216.881.6600 ext. 6807**.

Partners:

- Cleveland Metropolitan Schools
- Great Lakes Science Center

Esperanza Summer Youth Employment Program

Purpose:

This program provides young people an opportunity to develop important job experiences that are the foundation of future employment. They learn firsthand about a career path and whether they have a true interest in pursuing it.

History:

The program began in 2008; the Sewer District has participated since 2012.

Program activities, process, and schedule:

Esperanza is able to place youth ages 14-18 in a work experience. The youth will be available for 20 hours per week for seven weeks from mid-June to mid-August. Esperanza recruits, screens and places all youth in internship positions. Esperanza serves as the employer on record and pays the youth's hourly wage at a rate of \$7.70 per hour (the Sewer District bears no cost). They also train all youth on proper workplace etiquette, etc. and conduct at least one compliance visit during the seven weeks.

In return, the Sewer District provides a meaningful work experience and supervision, giving constructive feedback. We assure that the youth adhere to time and attendance requirements. Esperanza will approve the type of work activities in which their students participate.

There is not a firm application deadline but students generally apply by June. For details, contact Esperanza at **216.651.7178**.

Partner: Esperanza, Inc.

Green Team Clean Water Program

Purpose:

The purpose of Green Team Clean Water Program (GTCWP) is to support school projects that promote clean water education among students, faculty, and families within our service area.

The District provides financial and technical support to participating schools and relies heavily on the faculty sponsor to help the students implement the program or project. The participating students and faculty are the Green Team.

History:

Green Teams are the brainchild of our community outreach staff in collaboration with Stokes Academy. The program officially began in 2011.



Program activities, process, and schedule:

The GTCWP is offered to all schools within the Sewer District's service area. To be eligible, students must be in grades K-12. Participating teams can include clubs, departments, and classes, or whole schools. Schools can also partner with each other to develop and implement a project. Projects must have a faculty sponsor. GTCWP applications are due by September 30.

The Sewer District will contribute up to \$1,000 to each school. Each school's Green Team will focus on environmental citizenship and may work with various environmental issues. The GTCWP supports only those projects that focus on clean water.

The Sewer District will provide resources the teams can use to create their program or project, including plant tours, access to our Speakers' Bureau, and our website (**neorsd.org**).

The Green Teams are required to report their progress to the Sewer District at the end of the school year. That report should include a portfolio showing the Green Team's progress throughout the year; and a copy of their final, itemized list of expenses provided by the faculty sponsor.

Once complete, the Sewer District will evaluate the Green Team project based on the following criteria:

- **Benefit to the community**
- **Applicability to Sewer District mission and messaging**
- **Student involvement**
- **Impact to sustainability and/or environment**

For more information, contact our Communications & Community Relations Department at **216.881.6600 ext. 6807**.

Current partner: Cleveland Metropolitan Schools

LINK Program, Cleveland State University

Purpose:

The LINK Summer Preparatory Program is a pre-college transition program designed to enhance the academic, personal and career development of incoming LINK students. This program provides preparation for Business and STEMM (Science, Technology, Engineering, Mathematics and Medical) majors and acclimates the students to Cleveland State University.

Cleveland State University and the incoming freshmen benefit from the LINK program, but the Sewer District receives invaluable rewards. A goal of the Sewer District's outreach efforts is to not only help the public understand who we are, what we do and why it's important, but to be recognized as an employer of choice.

Because of the LINK Program, students begin to recognize the important work of the Sewer District and may discover a future career awaiting them upon graduation.



History:

The Sewer District has participated in the LINK Program since 2009.

Program activities, process, and schedule:

Each summer, the Northeast Ohio Regional Sewer District assists Cleveland State University with their LINK Summer Preparatory Program, allowing LINK students to explore career goals through facility tours, presentations and oftentimes internships.

In 2012, LINK students were offered a tour of the Westerly Wastewater Treatment Plant so they could experience first-hand the science, technology and engineering involved in the day-to-day operation of one of our facilities. Prior years have included career shadowing experiences as well as panel discussions from Sewer District management about their varied career paths.

Students must be graduating high school seniors enrolled at Cleveland State University to participate in the LINK program. The application deadline is May 1. For more information about the LINK Program, visit <http://www.csuohio.edu/offices/career/link/students.html>.

Partner: Cleveland State University

Louis Stokes Scholarship Program (Central State University)

Purpose:

The Louis Stokes Environmental Studies Scholarship is established to provide assistance to deserving students majoring in Water Resources Management, Industrial Technology, and Environmental Engineering at Central State University.

History:

In 1998, the NEORSD Board authorized the creation of a water resources management scholarship in honor of former Congressman Louis Stokes (right). This scholarship recognized Congressman Stokes for his support of NEORSD, which included securing \$60 million in special appropriations to convert Westerly from a failed physical treatment plant to a new biological treatment plant.



The scholarship is funded with contributions from NEORSD and individuals. NEORSD's initial contribution was \$75,000, with the expectation that the organization would contribute a total of approximately \$125,000 within three years.

An annual progress report is made to the 11th Congressional District office on the status of the program.

Program activities, process, and schedule:

The Louis Stokes Scholarship is awarded to sophomore, junior, or senior students maintaining a 2.8 GPA. Students must be Ohio residents and U.S. citizens. The award is \$3,500 for the academic year with an opportunity to perform a ten-week paid internship at NEORSD over summer break. The student can also receive a \$600 stipend to offset housing expenses if their permanent residence is more than 20 miles outside of Cuyahoga County.

Students must submit a completed application to the University with the required documents. Recommended applicants receive an interview conducted by NEORSD, which makes the final candidate selection.

The scholarship can be renewed each year (for up to three years) by reapplying. Scholarships are awarded each year for the upcoming academic year. Accepted students begin work at NEORSD no later than June 15.

Postgraduate Program:

A postgraduate program was added to the pre-existing internship to help transition successful students into full-time NEORSD employees.

Once the student has graduated, we will assess both their interest and our needs for their career choice. If there is a match, then the student will enter a program to expose him or her to critical career areas on a rotating basis (not to exceed two years). During the rotation, the student may apply for open positions.

A team of five NEORSD employees will design the program for the student. Team members may be from the following departments: Organization & Employee Development (OED),

Human Resources (HR), Watersheds or Engineering, Operations, and Administration & External Affairs (AEA).

The postgraduate program requires that each student spend two years in an environmental and/or technical area. Through this process, the student will gain exposure to all sides of NEORSD's operations work. We will identify supervisors and provide them with an orientation before the student arrives.



OED will help the student prepare a written Individual Development Plan and provide career coaching. A mentor will be assigned to work with the student for the duration of the program.

If there is a fit and the student performs well, he or she will be eligible to apply for a full-time permanent position at any time during the process. However, there is no promise of employment at the end of the program.

During the internship, the student will be assigned the title of Technical Projects Assistant. Students will benefit from the team of NEORSD sponsors who are invested in their success.

For more information about the Louis Stokes Scholarship Program, contact Communications & Community Relations at **216.881.6600 ext. 6807**.

Partners:

- 11th Congressional District
- Central State University

Pre-apprenticeship Program (formerly known as the Wastewater Prep Program)

We are currently in the process of developing a Pre-Apprenticeship Program. For more information, contact Organization & Employee Development Department at **216.881.6600 ext. 6870**.

Richard N. Connelly Scholarship

Purpose:

This scholarship supports students earning degrees in the Environmental, Health and Safety Technology Program at Tri-C. It complements our community education and outreach goals of improved public awareness. Students gain hands-on experience in NEORSD career roles.



History:

The scholarship, instituted in 2008, is named for Richard Connelly (left), former Superintendent of the Environmental & Maintenance Services Center, who passed away in 2007. Connelly was a leader in Environmental Health and Safety in Northeast Ohio and served on numerous committees and task forces, such as Environmental Health Watch, Cuyahoga County Local Emergency Planning Committee, and the Greater Cleveland Clean Air Campaign.

Program activities, process, and schedule:

Eligible students must demonstrate financial need, reside in our service area, have a 2.8 grade point average and be a U.S. citizen. Selection of students is the responsibility of Tri-C's financial aid department.

The Tri-C Foundation manages the fund portfolio and reports on its progress. In addition to a minimum \$1,000 scholarship, NEORS D offers an internship to the scholarship recipient(s).

The Scholarship Committee meets annually to review the progress of the fund and determine an annual contribution to the scholarship if necessary in an amount not to exceed \$25,000.

For more information about the Richard N. Connelly Scholarship, contact our Water Quality & Industrial Surveillance Department at **216.641.6000 ext. 2217**.

Partner: Cuyahoga Community College

Saint Martin de Porres High School Corporate Work Study Program

Purpose:

The Saint Martin de Porres High School Corporate Work Study Program gives high school students who cannot afford a typical college preparatory education the chance to do so, through a unique work-study program that pays their tuition and exposes them to real-world work situations.

This program also provides meaningful opportunities for professionals to interact with and mentor their student workers while making a difference in their lives.

As a result of the Corporate Work Study Program, St. Martin graduates have experienced a nearly 100% college acceptance rate for the past three years.

History:

Saint Martin de Porres High School became part of the Cristo Rey Network in 2004. The Cristo Rey Network of schools was founded in 2001 when leaders from groups in Portland, Cleveland, Denver, and New York, hoping to replicate Cristo Rey Jesuit High School of Chicago, gathered for the first time to learn more about the model school. Since then, leaders of the Cristo Rey schools have met regularly to share ideas and best practices.

Program activities, process, and schedule:

The Saint Martin de Porres Corporate Work Study Program offers a week and a half of intense training for both incoming and returning students. Transitions Week and Summer Training take place in August.

Transitions Week focuses on ensuring that students acclimate well to Saint Martin. Training Week focuses on ensuring that students are workplace ready.

Training Week consists of a number of workshops for new students that give them the tools to be successful in the workplace. The workshops touch on both hard and soft skills and range from Office Training and Filing to Diversity Training and Etiquette.

NEORSJ joined 100 other local organizations to become a program sponsor in 2010. Each year we donate \$25,000 and in turn have four students working as clerical assistants one day a week and one Monday a month. Work assignments last

for one year. NEORSD's contribution pays for the students' tuition. Students have worked in diverse departments such as Administrative Services, Communications & Community Relations, Human Resources, Finance, Operations & Maintenance, and Administration & External Affairs.

For more information about the Saint Martin De Porres High School Corporate Work Study Program, contact the Administrative Services Department at **216.881.6600 ext. 6644**.

Partner: St. Martin de Porres High School

Student Assistant Program

Purpose:

NEORSD's Student Assistant Program gives high school and college students a chance to gain work experience. Our goal is to stimulate their interest in full-time careers at NEORSD.

Our long-term goal is to link government, employment opportunities, and education to help build a qualified work force and stronger community.

History:

The program was created over 30 years ago to fill NEORSD's seasonal business needs and give young people summer jobs to help them earn money for their education.



Program activities, process, and schedule:

To be considered for this program, students must be 17 years of age or older.

Available positions:

General Laborer: Landscapes, maintains grounds, paints, and other assigned duties.

Clerical: Enters data, uses Microsoft Office, answers telephones, and other assigned duties.

Messenger: Delivers supplies and mail daily to various NEORS D locations, sets up meeting rooms, and other assigned duties (For this position, students must be 18 years or older with a current and valid driver's license).

In addition, summer students participate in community projects such as building rain gardens or installing rain barrels. In 2010, students worked together to plant 1,000 trees at a west side urban community park.

Students are encouraged to learn about our work, with opportunities to tour the plants and attend NEORS D-sponsored events.

Another beneficial program our Summer Students have access to is Success@Work. Success@Work is a day-long event where students are exposed to information about appropriate professional behavior and the inner workings of the Sewer District. They also have an opportunity to tour outside facilities with which we are closely affiliated such as the Cleveland Division of Water and the Greater Cleveland Aquarium. Success@Work's goal is to prepare students for the professional workforce that awaits them.

For more information about the Student Assistant Program, contact Human Resources at **216.881.6600**, call the Employment Information Line at **216.432.7300** or visit **neorsd.org/careers**.

Partners:

- Local high schools
- Colleges and universities

Student Co-op Program

Purpose:

The Student Co-op Program offers college students work experience in their field of study while they earn a living wage. As with the Summer Student Program, our intent is to present NEORSD as a viable place of employment for young professionals.

History:

A long-time NEORSD institution, the Student Co-op Program has existed for over 25 years.



Program activities, process, and schedule:

To participate, students must be enrolled in a college or university majoring in a particular discipline. They must work at NEORSD in that field during the course of their assignment.

Co-op opportunities align with university disciplines. Any department that offers work specifically related to

a university major can participate. Assignment length is three months to one year. Compensation is based on academic level.

Departments such as Engineering, Communications & Community Relations, Analytical Services, Finance, and Information Technology have benefitted from co-op assistance.

For more information about the Student Co-op Program, contact Human Resources at **216.881.6600 ext. 6616**.

Partners:

Local colleges and universities

Student Technical Enrichment Program (STEP)

Purpose:

STEP is an educational outreach program designed to pique students' interest in technical careers involving mathematics, science, engineering, and other related disciplines.

Through site tours and interactive activities, students see first-hand how technical disciplines provide the foundation for critical jobs within our community. The primary goal is to develop and strengthen our future technical workforce in greater Cleveland.

The Northeast Ohio Regional Sewer District, City of Cleveland Division of Water, and MWH (formerly Montgomery Watson Harza) are the current sponsors of the program.

History:

MWH, an international engineering and consulting firm, initiated STEP in 1994. The Sewer District has participated since that time.



Program activities, process, and schedule:

To be eligible for STEP, students must be in the 7th or 8th grade by September of the year the program begins. The program involves Saturday tours (from 8 a.m. to 2 p.m.) of various organizations where the work requires a technical education and/or degree. Each student must complete homework and an associated journal question after their site visit.

Monthly tours begin in October and end with a ceremony in May. Previous tour sites include the City of Cleveland Water Treatment Plants, NEORS facilities, McGean Chemical Facility, the University of Akron, Air Products, and Davey Tree.

For more information about STEP, contact Operations at **216.881.6600 ext. 6424.**

Partners:

- MWH
- City of Cleveland Division of Water

Trinity Pre-Professional Internship Program

Purpose:

Trinity High School's Pre-Professional Internship Program has developed relationships with companies in fields such as healthcare, education and graphic design. The Sewer District's relationship with Trinity involves matching their students with careers in the technical, scientific or environmental fields.

As of the 2012-13 school year, we have acquired two students to participate in the program. One student is working in Analytical Services and the other is working for Water Quality and Industrial Surveillance. These internships offer students the ability to explore career and professional paths before college.

History:

Trinity High School began planning this program in 2005. The program officially began in the 2009-10 academic year.

Program activities, process, and schedule:

All Trinity students in grades ten, eleven and twelve are required to participate in the program. As an easy to implement employee leasing arrangement, Trinity's Pre-Professional Internship Program provides many possible approaches, ranging from one internship one day a week to five interns job-sharing a single position five days a week.

The program extends from Labor Day through May 31. Holiday and summer placements are also available. Transportation to and from the internship site is provided by Trinity Support Services.

New students and their place of internship should be established by the end of June. Trinity posts their positions on line, so

students can match their career goals to the internships.

The Sewer District pays the students' internship salaries at a rate of \$8.36 per hour which is applied towards the students' tuition and helps pay for the program. For more information, contact our Communications & Community Relations Department at **216.881.6600 ext. 6807**.

Partner: Trinity High School

Youth Opportunities Unlimited (Y.O.U.)

Purpose:

Y.O.U.'s mission is to empower youth to succeed in school, in the workplace, and in life. Y.O.U. occupies a unique niche in Cuyahoga County: youth workforce development. It serves teens in poverty who are at risk, both in-school and out-of-school.

Y.O.U. focuses on the areas of greatest need in Cuyahoga County: the City of Cleveland, specifically its inner city, where 75% of children live at or below poverty; and East Cleveland, where almost 44% of children live below the poverty line.

History:

Youth Opportunities Unlimited was founded in 1982. NEORS D has participated in the Y.O.U. program since 2007.

Program activities, process, and schedule:

Y.O.U. serves youth ages 14-19 who come from pockets of poverty around Cuyahoga County. Y.O.U. helps youth escape poverty through education and a career.

Y.O.U. mentors youth so they stay in high school and earn a diploma; helps them explore career paths of the future; encourages them to get as much education as possible; and helps them through the process of applying to college and obtaining financial aid.

Y.O.U.'s job placement services reinforce the importance of academic success. First, youth eager to get part-time jobs learn that employers expect academic skills, namely language skills and numeracy. Next, youth discover that to earn more and get better jobs, they need (at the very least) a high-school diploma.

NEORSD has participated in the Y.O.U. program by contributing money and providing hands-on learning experiences in our Analytical Services and Watersheds departments.

In Analytical Services, students collect and analyze water samples from Edgewater, Euclid, and Villa Angela beaches three times a week. They then work in the laboratory where they learn how to analyze their samples and interpret data which measures bacteria levels in the beach water.

In the Watersheds department, students work with a NEORSD environmental scientist to construct rain gardens at locations throughout greater Cleveland, including Wildwood State, Willard, and Kerruish parks.

For more information about Y.O.U., contact the Analytical Services Department at **216.641.6000 ext. 2514**.

Partners:

- Youth Opportunities Unlimited, Inc.
- City of Cleveland Office of Sustainability

