



**Warren County
Educational Service Center**
"Champions for Children"

BUSINESS. EDUCATION. BRIGHTER OPPORTUNITIES.

MEETING RECAP | OCTOBER 2, 2026

Host. Mentor. Hire.

Turning career exposure into meaningful employment opportunities for Warren County students.

THE BIG IDEA

How do we turn career exposure into meaningful employment opportunities for Warren County students?

What We Learned

WORK-BASED LEARNING THAT FITS EMPLOYERS

Bunny Brooks, Lebanon High School Career Experience Coordinator

Employers can start at the level that works for them - from tours and job shadows to structured internships and employment. Strong experiences are built by preparing students and employers, setting clear expectations, and creating partnerships that fit each organization's capacity.

REMOVING FINANCIAL BARRIERS

Josh Hisle, Director of OhioMeansJobs & Transit Warren County

The Warren County Work Experience Program is a grant-funded opportunity for eligible youth ages 14-24. The program can cover wages and workers' compensation, helping employers create meaningful workplace experiences while reducing financial barriers.

FROM EXPLORATION TO EMPLOYMENT

Panel facilitated by Chad Bridgman, WCCC Director of Adult Education and Workforce Development

Janis Baker, Marnina Shreibman, and Todd Brinkman shared how employers can engage young people, build relationships, and create pathways from career exploration to employment. Their message: start with authentic opportunities and grow from there.

Shared message: Building Warren County's future workforce is something we must do together. [View the video.](#)

Key Takeaways for Employers

- **Build relationships.** Meet regularly with students and create consistent connection.
- **Set expectations.** Be clear and honest about how long an opportunity will last and what success looks like.
- **Invite new perspectives.** Young people can contribute new ideas, new approaches to problem-solving, and fresh perspectives on traditional operations.
- **Develop mentors.** Encourage employees to mentor students while also strengthening their own leadership skills.
- **Broaden exposure.** When possible, let students experience different jobs and departments so they can better understand the organization and their own interests.

Start Where You Are

HOST	MENTOR	HIRE
Tours • Job shadows • Career conversations	Work-based learning • Internships • Student mentoring	Summer employment • Part-time employment • Pathways to full-time work
You do not need a perfect internship program before you begin. Start by engaging, mentoring, and giving a young person the opportunity to learn.		

What's Next

DATE	OPPORTUNITY
NOV 10	Keynote Speaker: Dr. Kevin Fleming - ReDefining the Goal
NOV 12	Coffee with the Lebanon Area Chamber - WBL / Local Schools Presenting
DEC 10	Warren County Career Pathway Expo
JAN 8	Expo Review; School-based Enterprises as Career Experience Opportunities; Shared Experiences and First Steps
MAR 12	Warren County WORKS Awards Unveiling
APR/MAY	TBD - Warren County Career Pathways Expo & Warren County WORKS Award

LEARN MORE: [Dr. Kevin Fleming / ReDefining the Goal](#)

WARREN COUNTY BUSINESS ADVISORY COUNCIL

Connecting education, business, and community to build Warren County's future workforce.