



## Marion Utilities

1540 N Washington St.  
Marion, IN 46952  
[www.marionutilities.com](http://www.marionutilities.com)

# Marion Utilities Work Based Learning Program

As part of our mission to bring added value to the City of Marion, the Marion Utilities' Work Based Learning Program exists to provide secondary and post-secondary students with opportunities to experience the various vocational pursuits we represent. From tours to full-time employment, we desire to encourage career exploration, exposure, engagement, and experience to ensure next generation workers are prepared for and excited about full-time employment in our industry. Each level of the program can be customized according to individual needs and interests within the framework outlined below.

### College Internship

- For participants who have completed at least one year of college with a major related to one of the professional disciplines represented at the Utility
- May be used for course/internship credit with approval from the student's college or university
- Time frame consistent with one academic term as defined by the student's college or university
- If compensation is appropriate, participants are eligible for pay range 4 (\$13.22/hr)

### High School Internship

- For participants pursuing a high school diploma or equivalent
- May be used for work/study credit with approval from the student's school
- Time frame limited to two standard semesters and consistent with any applicable teen work hour restrictions as defined by the Indiana Department of Education
- If compensation is appropriate, participants are eligible for pay range 2 (\$12.00/hr)

### Summer Grounds Crew

- For students pursuing any level of education (with appropriate permissions as necessary)
- Not eligible for any type of academic credit
- Seasonal time frame as defined by a student's summer academic break
- Eligible for compensation at pay range 2 (\$12.00/hr)

### Job Shadowing

- For students pursuing any level of education (with appropriate permissions as necessary)
- Not eligible for any type of academic credit
- Time framed limited by the availability of the individual to be shadowed
- Not eligible for compensation

### Utility Tours

- For any interested individuals (with appropriate permissions as necessary)
- May be eligible for academic recognition if deemed appropriate by sending institution
- Time frame limited only by the participants' ability to handle weather elements and plant conditions
- Not eligible for compensation

In accordance with the policies of Marion Utilities, these positions do NOT qualify for paid leave, holiday pay, insurance benefits, etc. as specified in the Employee Handbook. For more information about participating in this program, contact Robin Shrader at 765-664-2391 ext. 130.

