



THE JEWISH CAMP COUNCIL OF TORONTO

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An affiliate of



Dear Camp Northland Parents,

When an opportunity for a win/win/win/win/win comes about, it is important to make it happen! We have developed a new collaborative program that creates huge wins, all at the same time, for you as a parent, you as a business owner or manager, camp staff, campers, and the overall program and sustainability for Camp Northland-B'nai Brith.

Camp Northland is always sourcing and encouraging experienced staff that provides excellent leadership for our campers (and junior staff) to work at camp each summer. Every year more and more staff advise us that they are faced with the difficult decision between returning to camp and getting a more traditional job or internship position in the city. This is a choice that does not have to be made. They can absolutely gain work experience while at the same time continue at camp during the summer season – if we get your help. In fact, camp is often the 'real job' they do not realize they need on their resume to distinguish them from other candidates and provide the skills today's employers are looking for in their workers. '21st century skills', the skills frequently sought after by today's employers, include Learning Skills (critical thinking, creative thinking, collaborating, and communicating) as well as Life Skills (flexibility, initiative, social skills, productivity and leadership).

The message is clear: Today's employers want people with the very **skills that can only be best developed at camp**. The tide has turned and it is becoming clear that *the 'real job' is at camp* while spending months pouring coffee around the office or filing in an office basement to build a resume no longer holds the value it once did in the eyes of today's employer. Yet, the combination of camp experience to build 21st century skills and some level of exposure to meaningful work experience in a setting and field of interest to a candidate is the ultimate winning combination.

With this in mind we would like to introduce the "Camp Northland Internship Program". We are hoping to build a list of individuals and companies that would be interested in hiring a Camp Northland staff member (who has completed first year University or older) for a 5-6 week paid or unpaid internship between the months of May and June of 2017 (with the condition that they return to Camp Northland as staff for the 2017 summer). This would give them the ability to gain non-camp work experience and continue their employment at camp for July and August. The

internship would not be complete [nor would it be considered for comment or references] until and unless the post-summer report is completed that connects their work experience with you to their camp experience with us.

We are asking you to please consider offering an internship at your workplace that we can present to our interested staff. We are looking for job opportunities in a wide range of fields. Anything that could give exposure and/or experience to a candidate would be appreciated.

Our internship approach can be adjusted to meet the individual hiring practices of each company and we will work collaboratively with each of you to achieve a successful program. For our first year, we envision the following basic process to unfold shortly:

1. We will continue to reach out to camper parents and others in the community to create a list of internship opportunities throughout the month of November that can and will be posted for our staff;
2. Each internship posting will include the application process and timeline (for that particular opportunity) and indicate if the opportunity is paid (and the amount) or unpaid. Please keep in mind that we would like offers to go out to staff members by the end of December so that they can then commit to camp for the summer;
3. Staff members will apply to the companies directly within the time frame provided;
4. Interviews will be done by the companies directly; and
5. We ask that both the companies and the staff members inform us when a job offer has been accepted.

The success of this program will come from you. It will provide you with incredible, eager interns and will help in the continuation of Camp Northland hiring mature, experienced staff members for our children.

If you are interested in learning more about this program, please email Simon at simon@campnbb.com or call us at 905-881-0018.

If you are ready to proceed and participate, please email Simon the completed form attached at the base of this letter.

Thank you in advance for your consideration of this exciting program.

The Camp Northland Team



Camp Northland Internship Opportunity

Company or Business name:

Brief Description of services or products offered by this business:

Main Contact Person:

Contact information:

Description of Opportunity/expectations:

Dates for Internship:

Deadline to apply:

Application Process:

Paid or Unpaid (if paid, amount?):

Things a candidate should know: