



2025 OAB Summer Internship Support Program

The OAB is committed to supporting our member stations in their efforts to recruit the next generation of Ohio broadcasters into the radio and television industry.

As part of this effort, we launched a paid internship program in 2022 that funds \$2,500 summer internships at member stations. For 2025, we will be funding six internships – three in larger markets and three in smaller markets.

The goal of the internship support program is to provide opportunities for students to experience first-hand the operations of a broadcast radio or television station. Our hope is that this program also allows stations that have not previously offered internships the funding to do so.

Internships may be offered in all aspects of a station's operation, however, the OAB recognizes that stations are particularly challenged in finding qualified employees for sales, engineering and production positions. For this reason, we encourage stations to include aspects of these areas in their internships.

Overview

- The OAB will support six station internships in 2025 – three in larger markets (Cleveland, Columbus, Cincinnati, Dayton, Toledo, Youngstown, Akron, Canton) and three in small markets (all other markets).
- Each internship support award will be a maximum of \$2,500, which will reimburse the sponsoring station for the compensation of one intern. This will pay for approximately 160 hours of work by the intern at \$15/hour.
- Stations are responsible for selecting, training, and supervising the interns.
- Stations are expected to broadly promote the internship in an effort to reach students from diverse backgrounds, including under-represented or underserved communities.
- As noted above, internships can include all areas of station operations, but stations are encouraged to focus internships on sales, engineering, and production.

Station Application and Selection Process

- Interested stations should [submit an application](#) by **Friday, Feb. 14, 2025** with an outline/description of the internship.
- The OAB will conduct random drawings on **Monday, Feb. 17** to select stations to receive internship support awards:
 - Three stations will be selected from larger markets (Cleveland, Columbus, Cincinnati, Dayton, Toledo, Youngstown, Akron, Canton).
 - Three stations will be selected from smaller markets (all other markets).
- To allow as many of our members as possible to receive these OAB internship awards, the initial drawing will be limited to stations who have not previously received the award. Stations that received an award in 2022-2024 may apply for a 2025 award, and will be considered if there are awards remaining after the initial drawing.

Station Requirements

- Participating stations must meet the following criteria:
 - A member of the OAB with 2025 dues paid in full.
 - Regularly airing OAB NCSA-PEP campaigns during the prior 12 months.
- Interested stations should [submit an application](#) by **Friday, Feb. 14, 2025** with an outline/description of the internship.
 - While internships may be offered in all aspects of a station's operation, stations are encouraged to focus internships on sales, engineering and production.
 - Only one application will be accepted per station location.
- Stations selected for an internship support award will be expected to:
 - Broadly promote their internship opportunity to reach students of diverse backgrounds.
 - Hire an intern who meets the following eligibility requirements:
 - At least 18 years of age and legally authorized to work in the U.S.
 - Resident of Ohio and/or enrolled at an accredited post-secondary school in Ohio.
 - Interning at the station for the first time.
 - Sign the Internship Support Award Acceptance letter of agreement.
 - Designate a supervisor for the intern.
 - Compensate the intern at a rate of at least the Ohio minimum wage for each hour worked and comply with all laws regarding overtime payment. Stations may pay a higher rate and are encouraged to provide a rate equivalent to other similarly situated interns.
 - Comply with all applicable laws and regulations governing the relationship between the station and intern (whether employer-employee or otherwise), including but not limited to non-discrimination/harassment, permits, taxes, worker safety and health, expense reimbursement, and record keeping.
- After the completion of the internship, stations must submit the following documentation to the OAB in order to receive reimbursement of up to a maximum of \$2,500:
 - Documentation showing the hours worked and compensation paid to the student intern.
 - A brief written summary by the intern of the internship experience.

Questions? Please contact the OAB's [Mariah West](#).