

About CCNA

The Clarks Companies of North America (CCNA) is one of the world's premier footwear companies and is steeped in the traditions of quality and innovation. CCNA produces shoes under the Clarks, Bostonian, Indigo and Privo brand names.

Our Company culture is one that embraces the talents of all employees. Everyone is encouraged to step beyond normal expectations and take personal responsibility in making CCNA a company we can all be proud of. We are a special company because we have special people who care, not just about making great shoes (which we do!), but also about making the world a better place.

CCNA, headquartered in Newton Upper Falls, MA, currently has 300+ employees in Massachusetts, and our dress code is business casual. CCNA is an Equal Opportunity Employer.

What is the First Step!

The Clarks Companies, N.A. is continually striving to help people within our community. One example has been our involvement with the First Step internship program.

The First Step internship program offers 'people with abilities' (not "disabilities") who are unemployed an opportunity to work, learn and grow in Clarks supportive, professional office environment, and take a step closer to gainful employment.

The First Step program's mission is to create a positive and successful work experience for 'people with abilities' through a 6 month internship in our supportive work environment. Having a positive and successful work experience strengthen the interns' confidence and self-esteem, provides them with an invaluable current Work Experience on their resume, offers an opportunity to get a positive Work Reference, and rewards their efforts with a weekly paychecks.

This program is based on two simple principles: First, a successful career starts with a successful work experience, regardless if this employment is your first job, or a return to work. Second, having a job is the best way to find a better job.

Almost all the people that have participated in the program share some core qualities and beliefs: a sincere desire to succeed, the intension to use this internship as a launching pad for a successful career, a strong commitment to their job and performing their responsibilities at the highest level, and a belief that they can do and achieve more.

Making each First Step internship a success requires forming a partnership between the three key parties involved: the First Step Intern, a Partnering Agency (an employment agency that helps people with disabilities find work), and the Employer. The progression of each intern is tracked and recorded through 1st, 3rd and 5th Month Check-ins with all 3 parties. After the 3rd Month Check-in, the intern and their Partnering Agency begin searching for their next employment opportunity.

Clarks has found that the First Step program becomes a WIN-WIN-WIN solution for all the parties involved. As of the spring of 2009, the First Step has created 15 'successful work experiences' for interns from 5 different Partnering Agencies, and 13 of the 15 have been able to find further gainful employment.

A First Step Internship offers 'people with abilities' a firm base from which they can start a successful career.

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Clarks.

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by Clarks

BOSTONIAN.

indigo
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