

MODEL OF INTERNSHIP

Conexus

Claudia Cummings, Vice President,
Workforce and Education

ELEVATING **G**

Work & Learn in Indiana





CONEXUS
I N D I A N A

www.conexusindiana.com

What is Conexus?

In June of 2007, the Central Indiana Corporate Partnership (CICP) launched Conexus Indiana after the Battelle Report identified the following as Indiana's target industry clusters: life sciences, technology, advanced manufacturing and logistics, energy/clean technologies



Conexus Strategy



- Workforce development identified as top priority – employers need a new breed of skilled workers to grow/succeed
- Industry wanted an organization which could focus on broad issues of mutual concern

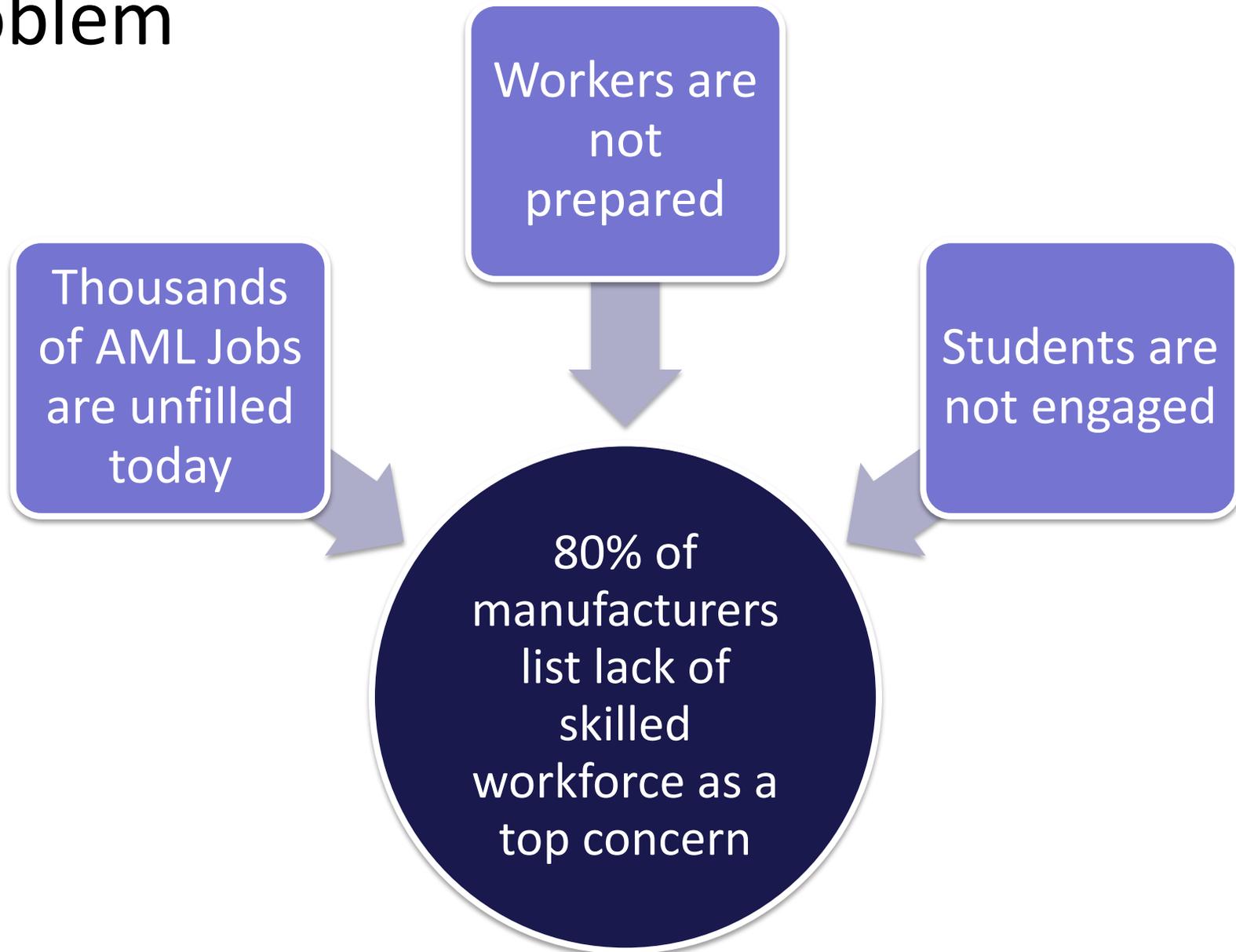
...these requests define our marching orders

Yes, AML Jobs are Hot

- A NAM survey shows 600,000 jobs are unfilled today
- **Indiana is the #1 manufacturing state in the nation per capita**
- Indiana ranks 8th in manufacturing employment – 522,220 people
- Manufacturing pays 40% more than the state’s average
- Indiana ranks 9th in logistics employment – 325,000 people
- Logistics jobs pay 30% more than the state’s average



The Workforce Problem



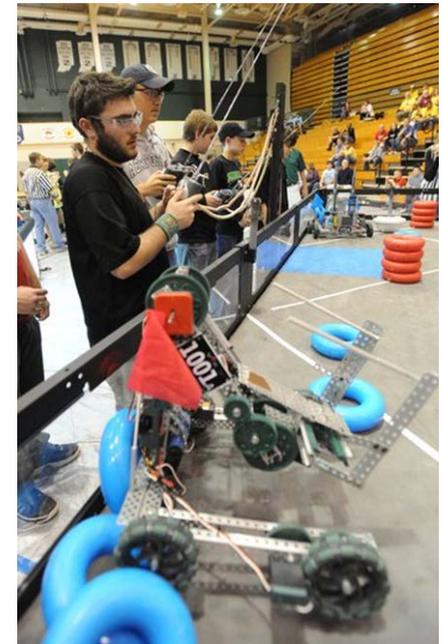
The Solution



Dream it. Do it. and Champions

Goal: Increase enrollments in targeted AML programs by 10% annually

- Attend annual Educator Seminar Series
- Utilize Dream it. Do it. materials and lead student AML activities
- to raise student, parent and educator awareness about careers in the AML
- Enroll students in targeted AML education programs, including Hire Technology
- Share program best practices and lessons learned



The Solution



Industry Support: **A+ Partners**

- Pairs Hire Technology & Champion High Schools with AML companies
- A+ Partner provides partner school with industry access, advocacy, and advice
- Educators work with A+ Partners to:
 - design class projects
 - tour facilities
 - pair mentors with students
 - place interns
 - and more



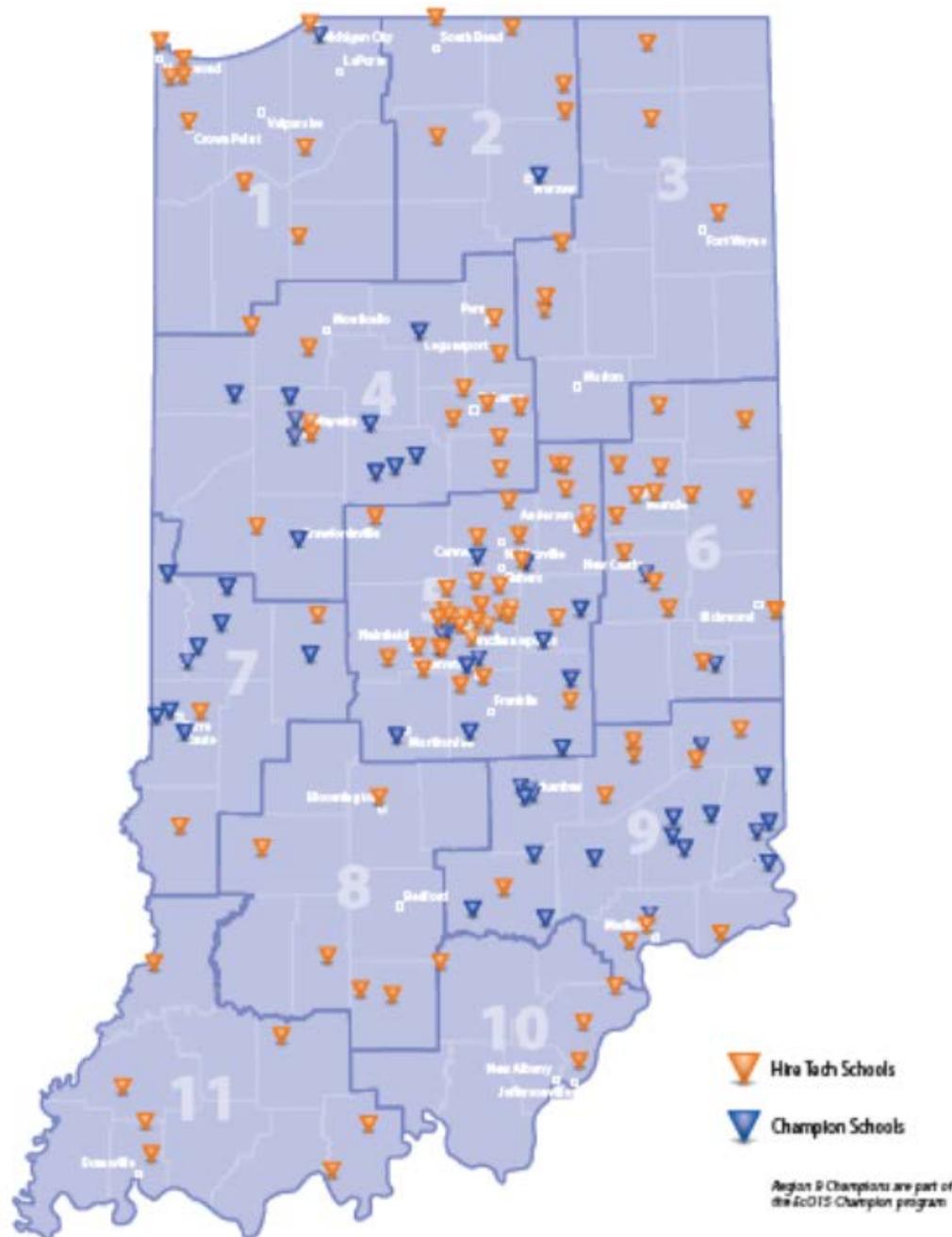
The Solution



Hire Technology: At-A-Glance

- Two-year course sequence
- Immersive online training environment
- Integrated projects
- Local, unique industry interactions
- Intensive educator training
- 5 industry credentials
- 9 – 15 Ivy Tech dual credits





2015-16 Partner Schools



The Solution



Conexus Interns Overview

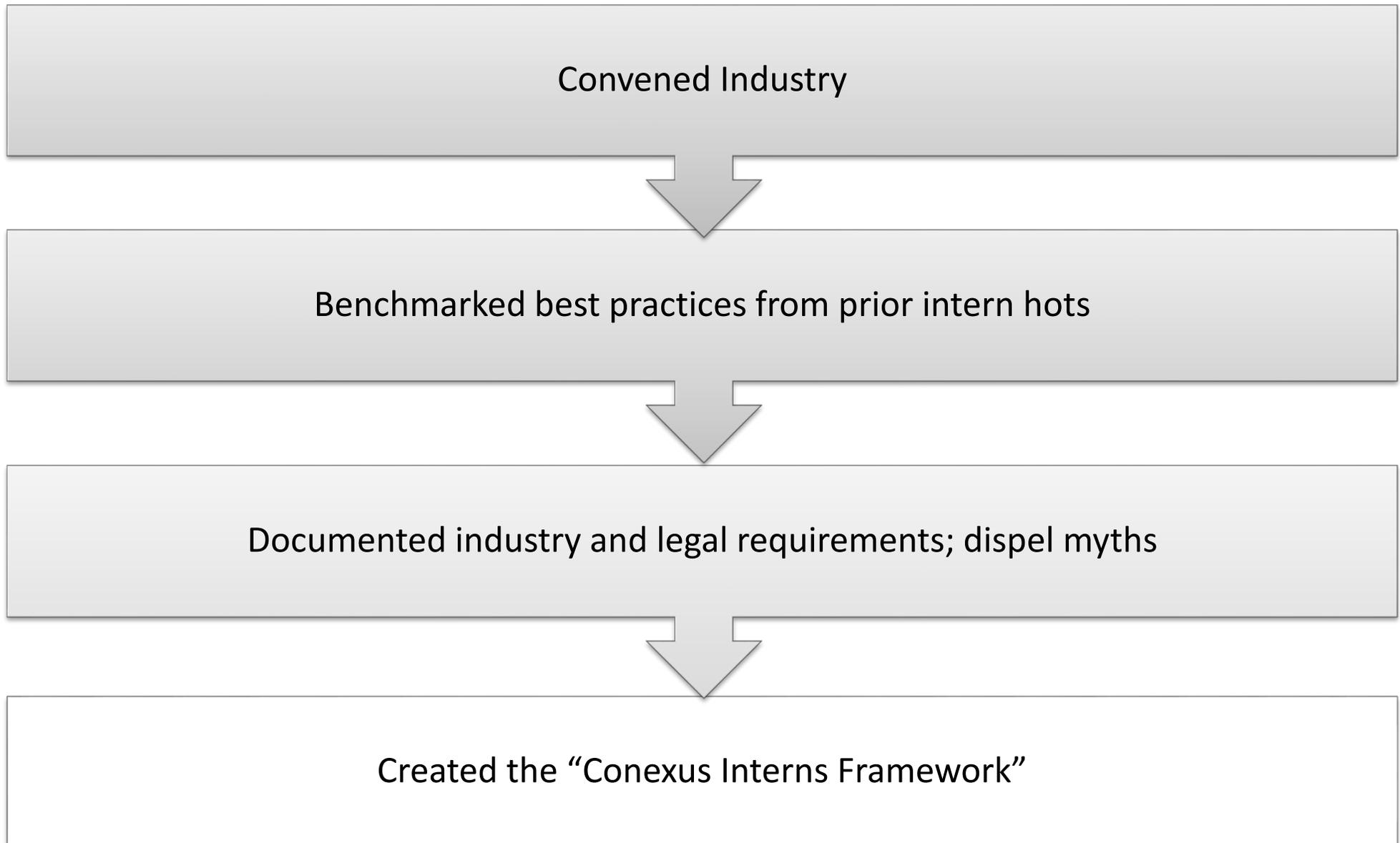
- Awarded an Innovative Curriculum grant for advanced manufacturing and logistics (AML) high school internship
- Intended to Increase the number of students who enter AML employment and post-secondary education
- Driven by industry framework
- Piloted with 80 students in 2015
- Planned statewide for 260 students in 2016



INDIANA
WORKFORCE
DEVELOPMENT



CONEXUS INTERNS: The Process



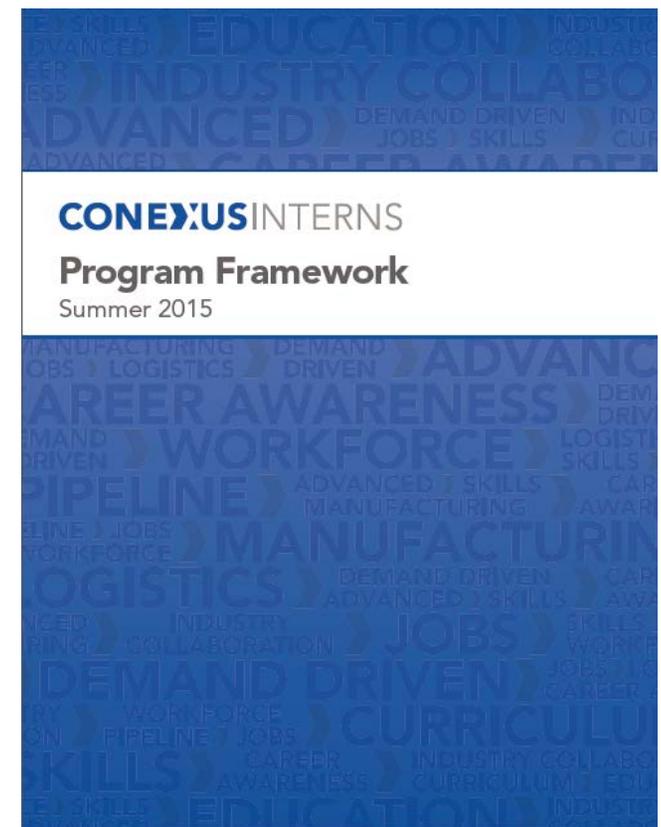
Framework Developers

- Allison Transmission
- BAE Systems
- Caterpillar
- Coca-Cola Refreshments USA, Inc.
- Emerson Power Transmission
- Fastenal
- Fiat Chrysler Automobiles
- Garrity Tool Company
- Heartland Machine and Engineering
- Hurco
- Jasper Engine
- Kirby Risk
- Langham Logistics
- MD Logistics
- MSP Aviation
- NTN Driveshaft
- Praxair Surface Technologies
- Remy
- Rolls-Royce
- Shelton Machinery
- SMC
- Stark Industries
- Subaru of Indiana Automotive, Inc.
- Wabash National



CONEXUS INTERNS

- Task Force Documented
 - Core competencies
 - Intern tasks
 - Student selection criteria
 - Employer selection criteria
 - Intern onboarding/training
 - Student code of conduct
 - Intern compensation
 - Intern Summits



How it Works

- Intern Compensation (at least \$9/hr):
 - 100% paid by Conexus in first year
 - 50% paid by Employer in second year
 - Entirely employer paid thereafter
- Six week, full-time, summer internship
- Teachers recommend students
- Companies interview and select students
- Focused on converting students into employees
- Includes summits to coach students on careers and create a sense of community
- Conexus counsels companies, recruits students, administers program

Student Selection Criteria

Conexus Interns must:

- Be from PLTW Pre-engineering, Hire Technology, or other approved AML course
- Be at least 16 years old
- Be a rising junior or senior in high school
- Have an attendance rate of 95%
- Have a cumulative GPA of 2.0
- Have a 3.0 GPA in AML-related courses
- Be referred by educator
- Provide transportation to internship
- Have a strong interest in AML
- Have a strong employability skills



Myth Busting: High School Students Can Work in Manufacturing and Logistics Companies

High School Interns in AML Facilities: Busting the Myths

Manufacturing and logistics companies are often slow to hire student interns. When asked why, companies often refer to perceived insurance restrictions or undefined legal ramifications. But the simple truth is this: **There are clear laws explaining how it can be done, and getting it done is easy.** To make it even easier, Conexus Interns policies have been written to meet or exceed all state and federal requirements wherever applicable. What follows is a list of common myths followed by the actual state of affairs.

MYTH: STUDENTS UNDER 18 YEARS OLD AREN'T ALLOWED TO WORK IN MANUFACTURING OR LOGISTICS FACILITIES

Interns can complete meaningful work that benefits both the student's learning objectives and the host company. In fact, the "Child Labor Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act," published by the US Department of Labor specifically allows students to operate a number of machine tools with proper training¹. The full document is found in Appendix G on pages 16 and 17 of the federal document. A list of those tools follows.

Milling Function Machines

- ✓ Horizontal Milling Machines
- ✓ Vertical Milling Machines
- ✓ Universal Milling Machines
- ✓ Planer-type Milling Machines
- ✓ Gear Hobbing Machines
- ✓ Profilers
- ✓ Routers

Turning Function Machines

- ✓ Engine Lathes
- ✓ Turret Lathes
- ✓ Hollow Spindle Lathes
- ✓ Automatic Lathes
- ✓ Automatic Screw Machines

¹U.S. Department of Labor Wage and Hour Division. *Child Labor Provisions for Nonagricultural Occupations Under the Fair Labor Standards Act*. Child Labor Bulletin 101, WH-1330. Revised February 2013.

Internship in Action: Best Practice

It is common for companies to develop short-term projects for interns to complete. These projects should be related to manufacturing or logistics (avoid copying and filing tasks) and allow the intern to apply previous knowledge while learning on the job. Some possible examples of projects are listed below:

- » Safety Audits
- » MSDS Review
- » Quality Inspections
- » Inventory Cycle Counting
- » CAD Design
- » Receiving
- » Picking
- » Packing
- » 5S Implementation
- » Kaizen Event Participation
- » Process Review
- » Freight Cost Analysis
- » Quoting
- » ERP System Management
- » WMS/TMS Management
- » Planning & Scheduling
- » Physical Inventory Taking
- » Fixed Asset Counting

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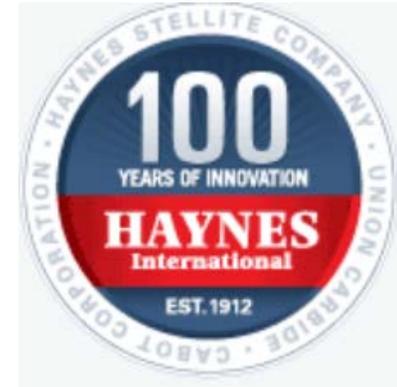
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- » ERP System Management
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- » Planning & Scheduling
- » Physical Inventory Taking
- » Fixed Asset Counting

Haynes International Positions

Safety Intern:

- Assist with Job Safety Analysis (JSA) Preparation
- Organize Safety Library
- Update Equipment Release database
- Research applicable regulations for program updates
- Assist with audit program and policy updates
- Update safety data sheet database
- Organize and archive safety training records



Haynes International Positions



Freight Cost Analysis Interns:

- Meet with cross functional managers to fully understand all facets of freight cost, including cost accounting, purchasing, and shipping management
- Analyze and understand current logistics agreements
- Conduct (basic) research to understand industry best practices
- Pareto analyze all freight charges to determine proper focus
- Develop and present ideas for improvements to the Vice President of Manufacturing
- Develop procedures/metrics to help sustain savings

Haynes International Positions

Process Standards Development Intern:



- Conduct time studies on various manufacturing operations to identify waste
- Analyze base routers to compare engineered times to actual
- Develop standard process times based on the observations
- Offer ideas to eliminate waste through Lean Tools like 5s, etc.

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High School Students Head to Factories for Internships

An program pairs Indiana students in high school engineering and manufacturing programs with area companies.



Aaron Mak Hoffman, a student at Benton Central High School, and Kelsey Towers-Jones, a graduate of West Lafayette High School, work on a project to make scrap metal tracking and transportation at the voestalpine Rotec factory on June 11, 2015, in Lafayette, Ind.

STEM Solutions

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Interns at Work

- Aaron Mak Hoffman, Benton Central High School
- Kelsey Towers-Jones, West Lafayette High School,
- voestalpine Rotec
- Scrap metal tracking and transportation project

CONEXUS INTERNS: Summits



Demand in Pilot Year

Selected	Applied/ Proposed/ Requested
84 Interns	203 Students
30 Companies	42 Companies
84 Intern Job Descriptions	110 Intern Job Descriptions
30 High Schools	42 High Schools
2 Summits	2 Summits

CONEXUS INTERNS



STUDENT IMPACT



Increase in Students Who Plan to Pursue a Career in Advanced Manufacturing or Logistics

Impacted Plans After High School



Found Experience Valuable



INDUSTRY IMPACT



Rated Intern Candidate Pool as Strong

Interns are Valid Way to Support Workforce Needs



Likely to Participate in the Program Again

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