

## Conexus Interns: Year One Overview

Conexus Indiana was the recipient of an Innovative Curriculum grant to support the development and launch of an advanced manufacturing and logistics (AML) high school internship initiative. The Conexus Interns Program was designed to give high school students the opportunity to work in an advanced manufacturing or logistics setting for six weeks during the summer. In its pilot year, it was important to establish a program that would dispel myths about high school students working inside manufacturing facilities and show employers how this could be a way to fulfill their workforce needs. Additionally, students would be getting exposure to AML career paths and balance their classroom learning with technical skills and understanding.

### Objectives:

### Outcomes:

Ensures industry is the core driver of the framework	Framework developed with the help of 29 companies
Funding for 100% of intern compensation in the first year; 50% in the second year; employer paid thereafter. Interns would be paid \$9 an hour.	A \$2,160 stipend per intern was given to companies for compensation at \$9/hour for the first year
Support 80 interns in 21 counties in Central and Northeast Indiana in summer 2015.	203 students applied to the program, 84 interns were hired by 30 companies
Focus on converting students into employees or post-secondary students in AML programs	56% of students now plan to pursue careers in AML
Includes two intern cohort meetings to coach students on careers and create a sense of community	Two Conexus Interns Summits were hosted where students were informed about education and career opportunities in AML
Create a scalable program design	Plans to implement the program statewide are underway

### Student Impact

- 99% of students said this was their first manufacturing or logistics internship
- 94% of students found the internship experience valuable
- 79% of students stated the experience impacted their plans after high school

### Industry Impact (Preliminary- 19 of 30 companies)

- 81% of companies rated intern candidate quality as Very Strong or Strong
- 100% of companies see interns as a valid way to support workforce needs
- 95% of companies are Very Likely or Likely to participate in the program again
- 90% of companies were Very Satisfied or Satisfied with the Conexus Interns Program

Participating Companies:

- 3D Parts Manufacturing
- Allison Transmission
- Altex
- Anderson Innovation Center
- Backhaul Direct
- Ball Systems
- Bryan Steam
- Closure Systems International
- Facility Concepts Inc.
- Fastenal
- FitzMark, Inc.
- Garrity Tool Company
- GTI
- Haynes International
- Helmer Scientific
- IMMI
- Integrated Distribution Services
- Kauffman Engineering
- MD Logistics
- Mitchell Fabrics
- Oscar Winski
- Pace Dairy
- Regal Power Transmission
- Sommer Metalcraft Corporation
- Steiner Enterprises
- Subaru of Indiana, Automotive
- UPS
- Vincennes University
- voestalpine Rotec
- Wabash National

