

# INTERNSHIPS AND APPRENTICESHIPS: APPLIED LEARNING EXPERIENCES FOR STUDENTS

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# Our Core Mission

Indiana INTERNnet is the catalyst for expanding the creation and use of experiential learning opportunities as a key strategy in retaining Indiana's top talent.



# The Facts

## *Fact*

Jobs are the #1 reason people stay in or leave a community

## *Fact*

56.5% of students with internships received job offer compared to 36.5% with no internship (NACE, 2015)

## *Fact*

Indiana students are more likely to consider staying in Indiana after graduation when they intern locally (Techpoint/NEIRP)



# The Changing Face of Interns

- Traditionally: college students aged 18-22
- Today, internships include:
  - High school students
  - Post-degree students
  - Non-degree students
  - Career-changers
  - Returnships
  - Graduate students



# The Traditional Internship

- 12 to 16 weeks in length
- 15-30 hours per week
- In line with academic semesters (spring, summer, fall, winter)
- Primarily talent pool of college students
- Typically college juniors and seniors
- Typically paid (\$12 statewide average)



# Other Types of Internships

- Short term (micro-internships)
  - Up to full-time working/learning opportunities for shorter periods of time
  - Often event-driven
- Project based
  - Not set on length by hours
- Virtual
  - Beneficial to individuals living in rural areas
  - Non-traditional students
  - Small business owners who may not have space or time to dedicate to a full-time intern



# Skills, Not Experiences

This means it important to focus on the skills you need in an intern, not solely the amount of education. Doing so may limit your talent pool:

- Listing class status (junior, senior, etc.)
- Choosing particular majors
- Seeking minimum GPA
- Selecting only college students
- Seeking only bachelor's degree seeking students



# Internship Structures

- Additional capacity for mission-critical projects
- Leadership opportunities for secondary projects
- Solo work on backburner projects



# Additional Intern Engagement Opportunities

- Attending unrelated project meetings
- Job shadowing multiple facets of an organization
- Networking with interns from nearby organizations



# Supporting Interns, Developing Staff

- Internship supervisor
  - Developing and maintaining work plan
  - Day-to-day resource
  - Provides ongoing feedback and accountability
  - Completes formal evaluations
- Internship mentor
  - Coaching and professional development
  - Emphasizes soft skills development

Who on your team would benefit from supervising and/or mentoring interns?



# Accomplishing Our Mission

Indiana INTERNnet is a free internship-matching program linking

- Individuals seeking internships
- Indiana employers
- Indiana high schools, colleges & universities.

We provide **high-touch** & **high-tech** services to anyone seeking or promoting an internship.

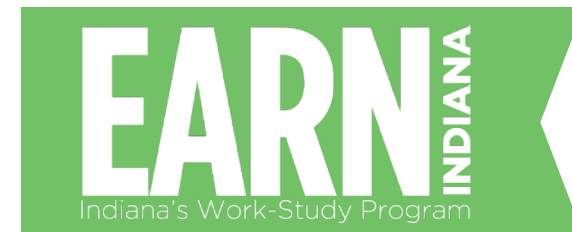


# EARN Indiana

Indiana Commission for Higher Education

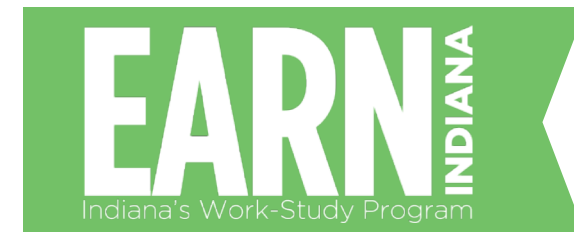
## Employment Aid Readiness Network

- Gives students with financial need access to résumé-building, experiential, paid positions
- Provides employers up to 50% wage match for hiring EARN students
- Enhances student-employer matching through partnership with Indiana INTERNnet



# EARN Eligibility

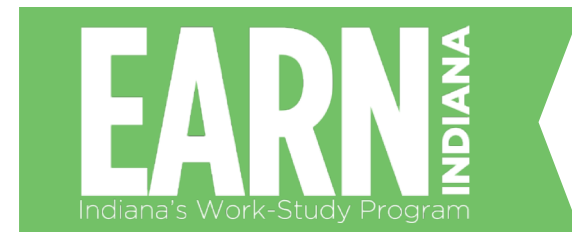
- Employer eligibility based on internship offered – is it experiential?
- Student eligibility remains need-based
- Internship and intern eligibility approved through Indiana INTERNnet website



# Internship Criteria

Internship must provide experiential learning, plus:

- Be paid
- Last at least 8 weeks: 12-20 hours/week (12-40 during summer)
- Not be political
- Be less than 25% administrative in nature
- Not already be designated as Federal Work Study



# Student Criteria

To be eligible for an EARN internship, a student must:

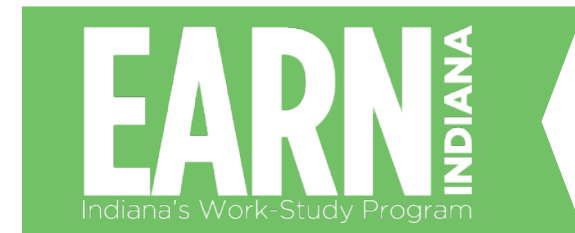
- Be an Indiana resident
- Not have a bachelor's degree prior to the term the student plans to work

A student must also:

- Be enrolled full-time at an eligible Indiana college or university and have an Expected Family Contribution (as determined by the 2018 – 19 FAFSA) less than or equal to \$24,570

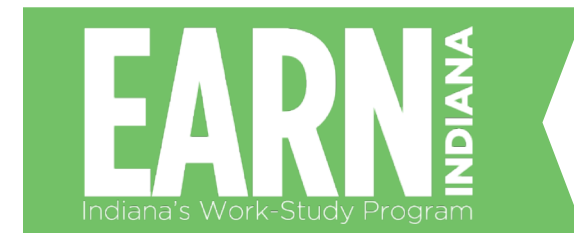
**OR**

- Be enrolled part-time at an eligible Indiana college or university and be an independent student with an Expected Family Contribution (as determined by the 2018 – 19 FAFSA) less than or equal to \$2,000



# Applying & Other Logistics

- Students & employers apply to participate via Indiana INTERNnet
- EARN-eligible students & positions marked with logo
- Sophisticated search technology helps recruitment & placement
- Employers claim reimbursement directly from state





# Questions, Comments

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**CONEXUS**  
INDIANA

# Indiana Leads the Nation in Industry Strength



**#1** **PASS-THROUGH HIGHWAYS**  
**MANUFACTURING INTENSITY**

**#2** **FEDEX HUB**

**MANUFACTURING SALARY AVERAGE**  
**\$77,573**  
**LOGISTICS SALARY AVERAGE**  
**\$65,950**

**100,000+**  
**JOB**

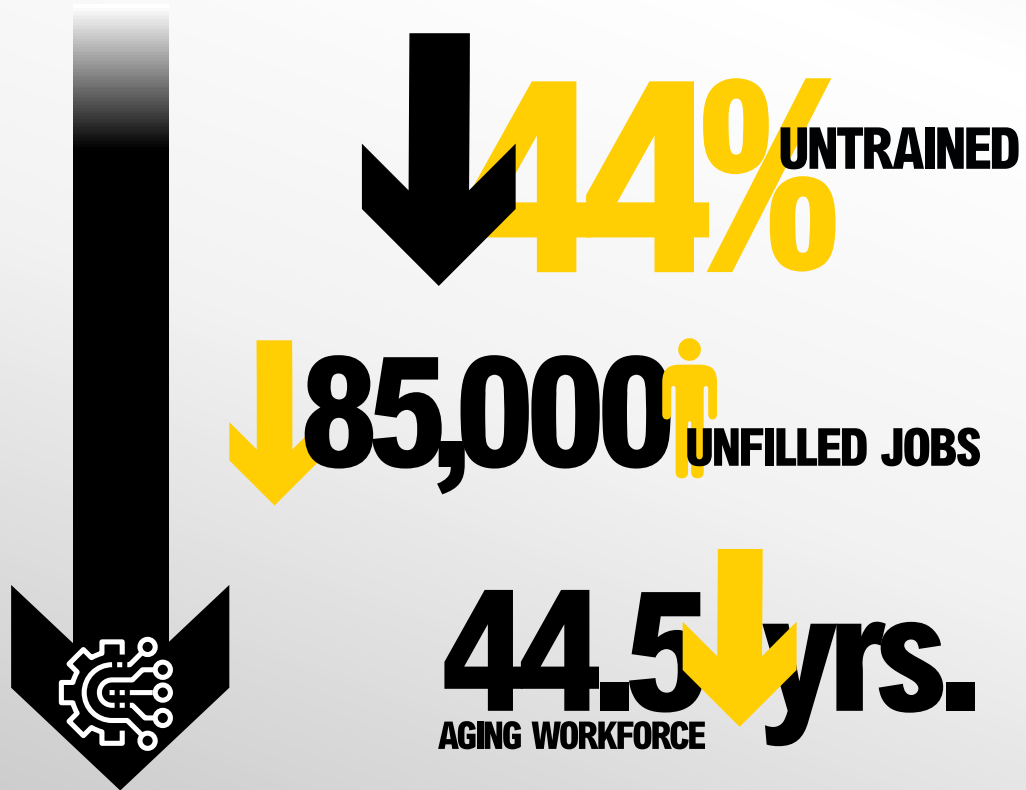
**MANUFACTURING**



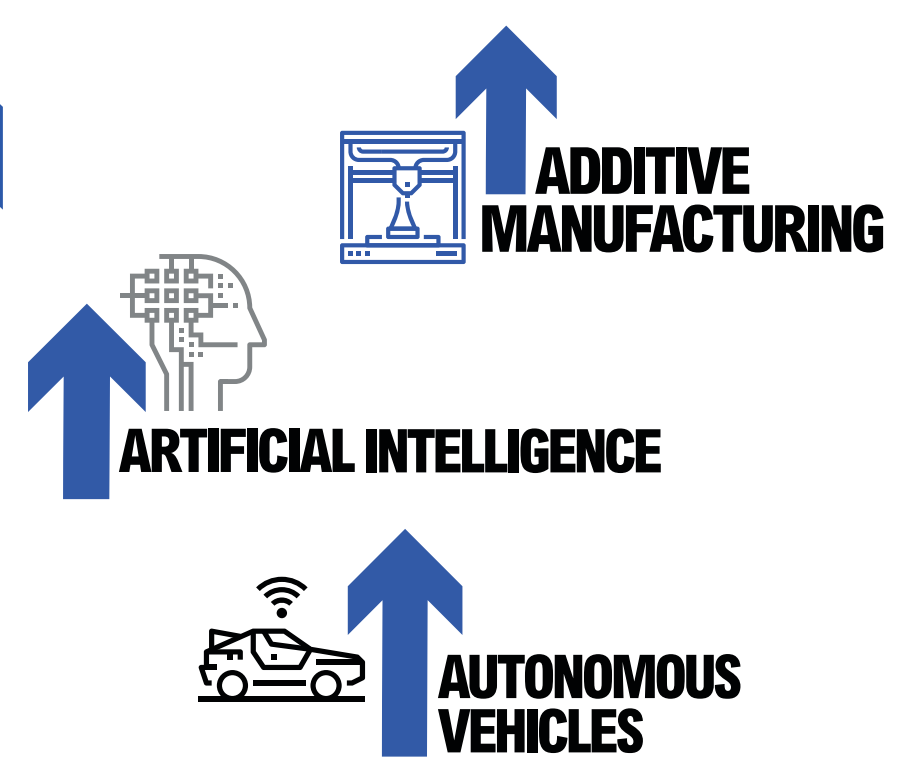
- First in the nation in manufacturing intensity
- 1st in pass-through highways
- Manufacturing is 33 percent of Indiana's GDP
- Manufacturing average salary = \$77, 573
- Logistics average salary = \$65,950
- Indiana's auto industry employs 100,000+ Hoosiers

# Challenges and Opportunities as Industry Evolves

## Skills Gap

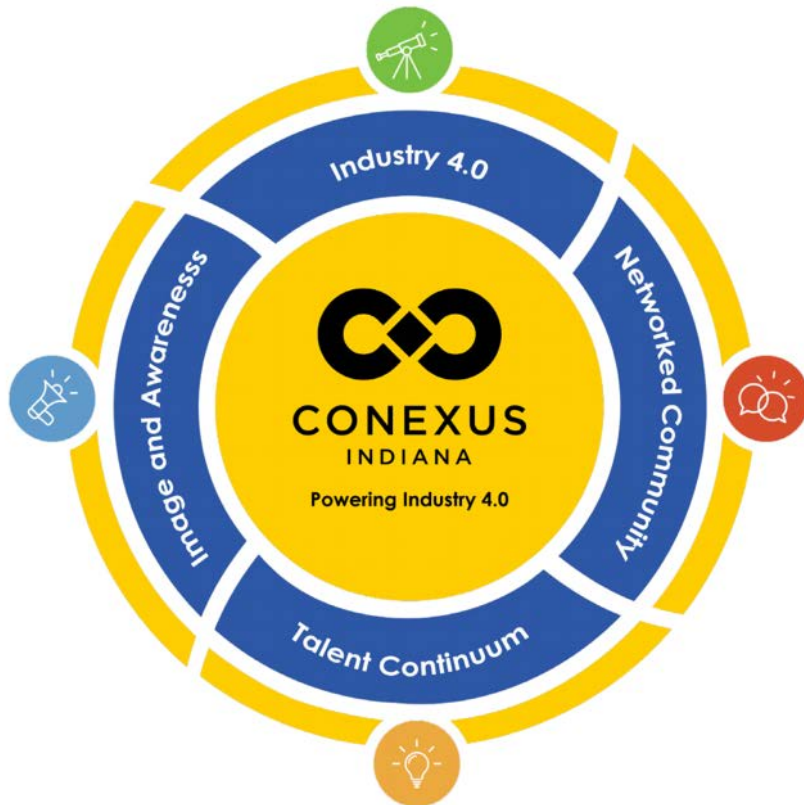


## Technology Growth





# Conexus Indiana's Structure



**Mission:** Accelerate, promote and grow Indiana's advanced manufacturing and logistics economy by leading innovative collaborations among industry, academic and public sector partners.

**Vision:** Indiana's advanced manufacturing and logistics leadership is sustained for the next generations.

## Focus Areas:



Anticipate industry needs and catalyze the advanced manufacturing and logistics industries to be global leaders in digital transformation and **Industry 4.0** adoption



Forge industry-led collaborations and build engagement platforms to optimize advanced manufacturing and logistics competitiveness through a **networked community**



Inspire the advanced manufacturing and logistics workforce of today and tomorrow by furthering a robust **talent continuum**




Amplify success stories of its impact and importance to elevate the **image and understanding** of advanced manufacturing and logistics

# Conexus Indiana Impact in Indiana




-  **10+** Large annual events spotlighting industry trends and thought leadership from Indiana
- 5+** Industry reports and strategic plans for advanced manufacturing, logistics and its subsectors
- 2** Statewide industry councils that serve as a community of thought leaders and influencers promoting growth

**Goal:** Launch a game-changing Industry 4.0 Institute, which accelerates technology adoption and builds an entrepreneurial ecosystem

-  **150+** Company hosts of the Conexus Interns program
- 70** Industry members of the Conexus Indiana Logistics Council
- 30** Industry members of the Conexus Indiana Advanced Manufacturing Council

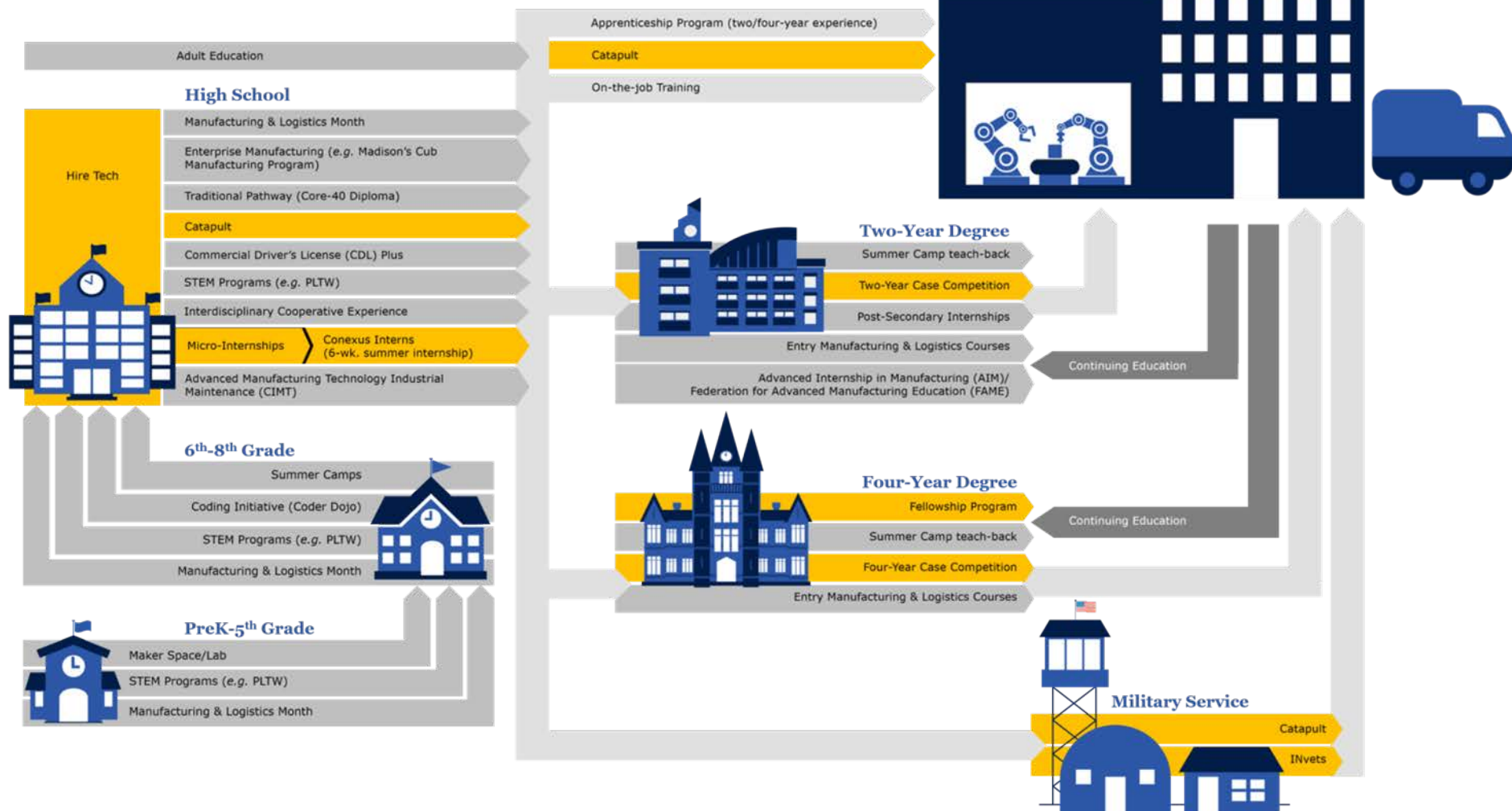
**Goal:** Engage, on a statewide multi-sector basis, advanced manufacturing and logistics firms in a network that drives innovation and collective action with a true sense of identity and community

-  **8K+** High school students have participated in the Hire Tech curriculum
- 16K+** Dual Credits earned by high school students through the Hire Tech curriculum
- 1K+** High school interns from the Conexus Interns program

**Goal:** Drive more people into advanced manufacturing and logistics career pathways in Indiana and equip them for long-term success

-  **2K+** Statewide newsletter recipients
- 4.5K+** Monthly unique website visitors
- 2K+** Social media followers on Twitter and LinkedIn

**Goal:** Increase, measurably, a greater understanding of the advanced manufacturing and logistics industries' impact and opportunities amongst key constituencies



# Catapult Indiana



*Industry-built*

*Industry-driven*

*Industry-proven*

***Hoosier Edge!***

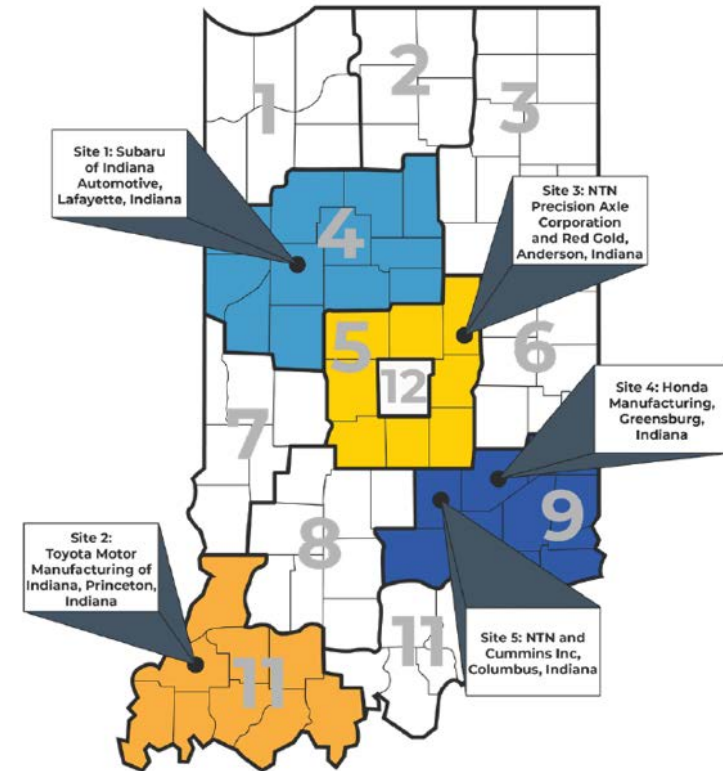


# The Conexus Interns Program

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- Training focused on developing unskilled workers into high-quality talent for production roles to close the skills gap facing manufacturing employers across Indiana
  - Industry built, industry driven, industry proven
  - Benefits
    - Employers- reduces attrition, lowers hiring costs, engages employees
    - State of Indiana – improves workforce, grows tax revenue, reduces need for public assistance
    - Employees – enhanced career path, higher wage potential, upward social mobility
  - Internship opportunities, priority interviews from partner companies
  - Goal – 2500 graduates across five lead sites
- **Status**
  - Feasibility study complete
  - Curriculum Advisory Board – 9 core competencies
    - Purdue Polytechnic Standardized Work Certificate of Completion
  - Lafayette and Princeton – launched Jan 2019
  - Anderson, Greensburg, Columbus – To be launched Apr-Sept 2019
  - 2020 – High schools and Military connection



# Conexus Interns Program Overview

A vertical timeline graphic on the left side of the slide, consisting of six white circles connected by a thin teal line. Each circle is positioned to the left of a corresponding orange text box.

Six week summer high school internship program.

Anticipates 400 interns statewide in 2019.

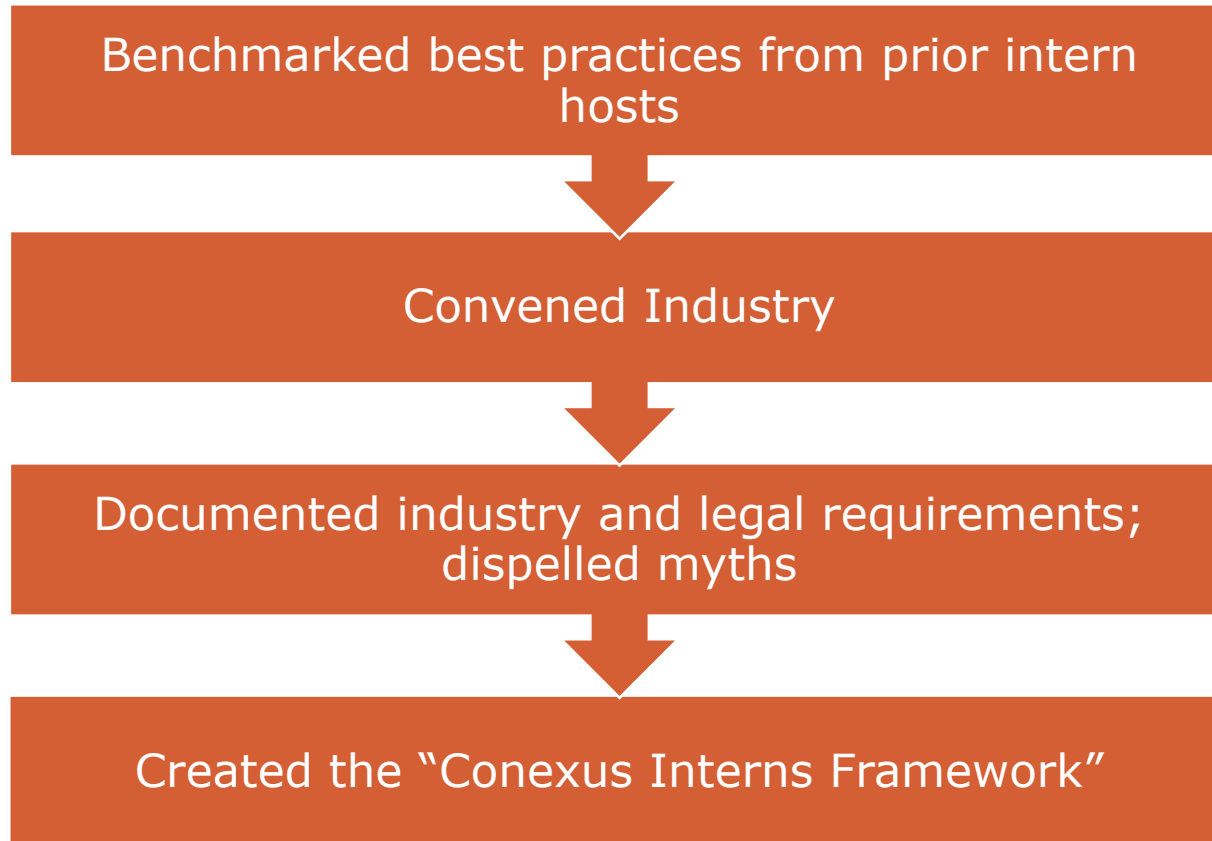
Industry is driver of program framework.

Funding for 100% of intern compensation in first year, 50% second year; employer paid thereafter. Interns paid \$9/hour.

Program includes Conexus Interns Summit.

Focus on converting students to employees or post-secondary students in AML programs.

# Industry Led Program Development



## 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

# Student Qualifications



Qualified interns will participate in regional interview days with host companies. Students will be selected and hired by host companies for their internship experience.

- To qualify, interns must:
  - Be at least 16 years old
  - Be a current Sophomore, Junior or Senior in high school
  - Have an attendance rate of 95% or better during the fall semester
  - Have a cumulative GPA of 2.0 or better, 3.0 in relevant coursework
  - Be enrolled in or have completed relevant coursework (including Hire Tech and PLTW pre-engineering)
  - Be referred by school personnel (teacher, counselor, administrator, etc.)
  - Provide own transportation to and from internship site
  - Be drug free

Text INTERN to 40458 to learn more



# Impact and Value

## Student Outcomes

Over 870 students have completed summer internships

Over **80%** of Conexus Interns reported they were **more likely** to pursue a career in AML **after** their experience

Over **50%** of Conexus Interns state that their internship experience changed their plans after high school

Over **90%** of Conexus Interns found the program **valuable**

## Company Outcomes

Over 150 companies have hosted Conexus Interns

Over **90%** of intern host companies see internships as a valid way to support their workforce needs

Over **90%** of Conexus Interns host companies were likely to return

**80%** of host companies found candidates to be high quality during the selection process

# WE WANT TO HEAR FROM YOU!

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**Share your thoughts on this session  
using the feedback surveys.**

*Thank you!*



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**Presenter bios, website links,  
social media links, and more!**

