

<b>Name of Lead Institution (only one)</b>	
Project Start Date	Mar-14
Interns and/or Co-ops Start Date	May-14
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Project Director/s	Wayne Carlson, Vice Provost for Undergraduate Studies and Dean of Undergraduate Education, 381 Bricker Hall 190 N Oval Mall Columbus, OH 43210 614-292-2872 carlson.8@osu.edu
Are any of the applicants represented by a member of the Advisory Committee? See list at: <a href="https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omi/2013-14_CEIA.pdf">https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omi/2013-14_CEIA.pdf</a>	No
<b>1) Certification by Authorized Official:</b>	
To the best of my knowledge and belief, the information contained in this application is true and correct. The document has been duly authorized to comply with the required assurances.	
Signature of Authorized Official	
Typed Name and Title	Christine Hamble, Assistant Director, Grants & Contracts
Date	11-18-2013
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<b>3) Business Partners (please submit separate information for each partner) Please see attached spreadsheet</b>	
Company Name	
Contact Person	
Title	
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Email	
<b>4) Educational Partners (please submit separate information for each partner)</b>	
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**5) Other Partners (please submit separate information for each partner)**

Institution Name

Contact Person

Title

Address

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<u>Program Snapshot</u>	<u>Name, Number or Amount</u>
JobsOhio key industry/ies – please list	Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions: Back Office, Headquarters & Consulting, Logistics, & R&D.
JobsOhio region	All/Statewide

JobsOhio region All/Statewide

Amount of state money requested 999,994

Required match money committed (100% undergrad & 150% grad programs) 1,693,039

Total state money requested divided by number of co-ops or internships created (in whole dollars) \$5,747

Total match money obtained divided by number of co-ops/internships created (in whole dollars) \$9,730

Total money (state plus match) divided by number of co-ops/internships created (in whole dollars) \$15,477

Number of business partners 45

Number of education partners 3

Number of other partners 2

Add numeric value to each field below

	<u>TOTAL</u>	<u>Wages</u>	<u>Scholarships</u>	<u>Both wages &amp; scholarships</u>	<u>For credit</u>	<u>Not for credit</u>	<u>Required</u>	<u>Optional</u>	<u>Transcripted (all)</u>
<u>Internships created (proposed)</u>	174	0	0	174	TBD	TBD	TBD	TBD	174
<u>Co-ops created (proposed)</u>	0	0	0	0	0	0	0	0	0
<u>TOTALS</u>	174	0	0	174	TBD	TBD	TBD	TBD	174

Company Name	Address	City	Zip	Phone	Fax	HR/Main POC	Title	email	Contact Person	Title	email
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## **JobReady Internships and Co-Ops for Ohio Industry ABSTRACT**

JobReady Internships and Co-Ops for Ohio Industry is a multi-institution collaboration of The Ohio State University Columbus, Lima, Mansfield, Newark, and Agricultural Technical Institute (ATI) campuses; Columbus State Community College (CSCC); North Central State College (NCSC); and over 40 Ohio employers in industry areas of key importance to Ohio. For Spring 2014-Spring 2016, we request \$999,994 in grant funds to:

### **Create and sustain 174 new meaningful internships/co-ops for students in certificate, two-year, and four-year academic programs.**

- Internships will be paid and eligible for one of three methods of academic course transcription: academic credit for students in programs with internship requirements; “zero-credit” for students who want to maintain college/university enrollment status for reasons of financial aid, health insurance, etc.; or academic transcript milestone notation.
- \$348,000 requested from the Ohio Board of Regents (OBOR) will provide a 20% cost-share for employers’ payments of student wages for NEW internships/co-ops.
- \$52,200 will be allotted for use by students (\$300/student) for costs associated with internships/co-ops that include fees for transcribed credit options, relocation, housing, etc.

**Ensure relevance through revision and delivery of JobReady online education modules to students and employers** (\$62,400 requested funds). A key element of ensuring relevance across diverse industries, these modules address a central concern of employers—the skills gap between the classroom and the workplace. In OMIC1, we worked with employers, faculty, and MoreSteam, Inc., an Ohio-based vendor of e-Learning services, to develop and deliver a menu of online modules that employers customize to enhance the skillset of interns. These modules include:

- Soft skills, such as communication, problem-solving, and leadership through influence (some developed by Columbus State’s 21st Century Skills program funded by OBOR); and
- Industry-specific skills, such as project management, design of experiments, and voice-of-the-customer analysis (industry standard Yellow Belt Six Sigma).

**Ensure relevance by supporting and expanding faculty/industry partnerships.** In addition to our consortium of existing industry/academic partnerships (e.g., CSCC’s partnership with Columbus Region Logistics Council, ATI’s Key Advisory Committee, Ohio State’s Data Analytics partnership), we will use \$40,000 of the OBOR requested funds to award competitive grants to faculty to explore curricular enhancements based on emerging workforce needs identified by academic/industry partnerships.

**Ensure sustainability by expanding/creating cultures of internships where they do not currently exist on our campuses** (\$423,321 requested funds) Initiatives include:

- Extending Ohio State’s Buckeye Careers Network to all regional campuses.
- Educating faculty/staff on the value of student internships through messaging and events.
- Partnering with units across our consortium campuses (e.g., Orientation, First-Year Experience, diversity/inclusion and military/veterans offices), and Ohio State’s Second-Year Transformational Experience Program to create and deliver student messaging about the value of internships throughout their academic careers.

## JobReady Internships and Co-Ops for Ohio Industry PROGRAM NARRATIVE



Creating a Culture of Internships

### RELEVANCE

#### 1. Partnership with Employers to Address Emerging Workforce Needs

Our higher education consortium is expanding employer partnerships through a multi-pronged approach, one that will help “employers move from talent receivers to talent investors.”

We are recruiting employers to create new internships in all JobsOhio targeted industries, expanding JobReady education modules that prepare students for the workplace, and connecting faculty with employers to identify emerging workforce needs.

- **We have recruited employer partners who intend to create 174 new internships (2014-2016) and will target sustaining the ~150 OMIC1 internships.** All 174 of the NEW internships will provide up to 20% cost share of intern wages for one year, up to \$2,000 per intern.

College career services offices and other units (e.g., Ohio State Food Innovation Center, Columbus State Business Programs) have recruited 45 employer partners in all JobsOhio industries. OMIC1 has prompted additional steps to ensure employers are committing to NEW internship positions. (See Appendix A.) In fact, our employer partners intend to create 280+ new internship positions, but we are limiting our budget proposal to 174 positions. That budget provides each employer a 20% cost share for 3-5 internships and a \$300 stipend for each student intern. Internships can be scaled up should funding increase.

Ohio State regional campus deans cite their students’ unique profiles: first or second year students who hold ongoing full-time jobs to pay for living and college expenses. Integrating temporary paid internships with academics and ongoing employment is challenging. Therefore, we will build on OSU-Mansfield/NCSC example of targeting internships that meet regional campus needs.

We request grant funds to support one FTE housed in Buckeye Careers to leverage regional campuses’ strong community relationships for internships. The proposed resource will align with the Buckeye Careers’ employee relations/internship program model established by Buckeye Careers. We anticipate these resources are sustainable post-grant.

- **We will strengthen and expand access to JobReady education modules.** These online modules are a key way we address employers’ concerns about relevance and preparedness of student interns—across industries and academic majors. Both local and national employers identify skills gaps between the classroom and the workplace (<http://www.naceweb.org/s10022013/job-outlook-skills-quality.aspx>). Modules include:
  - Soft skills: communication, problem-solving, leadership (developed through Columbus State’s OBOR-funded 21<sup>st</sup> Century Skills.)
  - Industry-specific skills: project management, design of experiments (Yellow Belt Six Sigma provided by MoreSteam, Inc., see attached letter of support).

For each intern, employers choose modules based upon student experience and needed job skills. OMIC1 evaluation data suggested that JobReady modules are helpful to participants and that the internship experience is critical in reinforcing the importance and usefulness of the concepts learned through the JobReady education modules. This was evidenced by a minimum 8.3% increase on all module measures.

During 2014-2016, we will:

- Revise our existing modules for format consistency.
  - Work with employer partners to develop additional complementary modules.
  - Offer modules through all consortium institutions' course management systems.
- **We will expand processes for connecting faculty with industries.** See #2 below.

## *2. Steps to Assist Faculty with Program Development to Ensure Relevancy in the Curriculum*

We will support faculty connections and program development through approaches that meet the needs of our consortium institutions for industry and disciplinary-specific programs. We will also work with faculty to expand the reach of JobReady education modules to broader ranges of students.

- Academic Course Partnerships: As illustrated by the industry/academic partnership panel at the OBOR Board of Trustees meeting October 21, 2013, our consortium has a successful track record of working with industries on multiple levels. To seed new partnerships between faculty and industry, we will offer eight competitive \$5,000 curriculum redesign grants to enhance curricula based on emerging needs identified by academic/employer partnerships.

These partnerships will leverage successful practices of existing industry/academic partnerships across our consortium institutions and further our sustainability. For instance, colleges and centers at all of our consortium institutions regularly convene industry advisory committees (e.g., ATI Key Advisory Committee; Ohio State Food innovation Center Advisory Board; Ohio State College of Engineering External Advisory Council; NCSC Accounting, Business Administration, and Engineering Technologies committees). In addition, our consortium members have worked with particular industry groups to develop new curricula to meet emerging needs. Examples include:

- Columbus State developed its LogisticsART program in partnership with the Columbus Chamber's Columbus Region Logistics Council.
  - In less than one academic year, Ohio State developed its new interdisciplinary data analytics major through industry/academic partnership. Columbus 2020 (Comprehensive Economic Development Strategy), Battelle, Huntington, IBM, ICCI, Infosys, Nationwide, and TATA worked with Ohio State faculty to identify characteristics and skills that could fill emerging workforce needs around big data analysis. From there an interdisciplinary undergraduate major was designed and approved by November 2013. To provide additional support, Ohio State's Discovery Themes has chosen Data Analytics as its first focus for funding proposals.
- Education and Outreach to Faculty:
    - Through events and messaging about the value of internships for student learning, we will use funds requested through OMIC2 to educate faculty/staff in colleges/programs lacking strong internship cultures.
    - We will recruit individual faculty in academic and co-curricular programs across all campuses to offer JobReady education modules as supplements to existing coursework.

- Ohio State:
  - We will work with the Second-Year Transformational Experience Program (STEP) to connect JobReady modules with STEP's other high-impact learning experiences. STEP is organized around faculty-led cohorts of students.
  - University Exploration Program (for students with undecided majors) will pilot a version of its university survey course to include JobReady education modules and externship/job shadowing as activity options.
- Columbus State:
  - CSCC will work to accommodate a credit-bearing internship option that could include JobReady modules for undecided and arts & sciences majors.

### *3. Regional Economy Integration*

Because of the diversity of the JobReady higher education consortium, we are aligning with all the industry areas identified by JobsOhio as important to Ohio's future economy. However, we are targeting industries that align with expected growth in particular regions.

For example, our regional campus work is informed by the Ohio State-commissioned Tripp Umbach study "The Ohio State Regional Campus Market Research" (2013). This study identified growing occupational demand in IT, energy, engineering, and business for all four regional campus areas (Lima, Mansfield, Marion, and Newark). It also identified manufacturing as an area for growth in the Lima, Marion, and Newark regions.

Columbus 2020's work informs our focus of partnerships in Central Ohio. We have identified these specific strengths in the Central Ohio region:

- AgBioscience
- Headquarters and Business Services (including Logistics)
- Manufacturing
- Science & Technology

Through Ohio State's Office of Economic & Workforce Development partnership with Columbus 2020, as well as our regional campus community relationships, we will focus on building not only more internships, but better internships. All partners are working together to create greater visibility into the industry sectors in order to match the strengths of JobReady consortium students with internship opportunities. As noted above, one area of focus for Ohio State is data analytics, a growing sector throughout the state. Ohio State and Columbus 2020 are interacting with companies in this field to facilitate the matching process so students find the right opportunities, which, ultimately, will provide more return to the State of Ohio.

### *4. Assessment and Improvement of Learning Outcomes*

Assessment of learning outcomes will occur in multiple ways:

- We will continue to survey our employer partners to identify additional skills (JobReady modules) they would like future employees to possess.
- Our consortium has a long history of providing learning outcome feedback through surveys from employers, intern supervisors, and interns. These results are analyzed on a yearly basis and serve as the basis for program revisions. See Appendix B for sample employer and student surveys.

- In addition, we will continue to use the operations of the JobReady Ohio program as an opportunity for student learning through graduate coursework. OMIC1 has provided significant opportunities and real life experiences for our OMIC1-funded graduate students. In 2013, both Diana Schrimpf and Zachary Graham have utilized the program for in depth graduate coursework assignments related to stakeholder analysis, process improvement, and change management.

#### 5. *Work-Based Learning Experiences Incorporated into Students' Academic Programs*

Our goal is to expand experiential learning expectations of students and employers. Because our consortium consists of institutions (e.g., community and technical colleges, regional campuses, a research flagship university) with different missions, student demographics, and faculty roles, "one size fits all" work-based learning experiences fall short. For example, Columbus State will replicate successful required internship courses. Generally, Ohio State will not add requirements to already full student schedules. Instead, we will build on practices of colleges with strong internship cultures. Two of the three Ohio State colleges with the strongest internship cultures do *not* have internship requirements (Fisher College of Business and College of Engineering.)

To expand internship cultures, we will incorporate work-based learning experiences into students' experiences across their academic careers:

- We will build externship/job shadowing opportunities. These short-term experiences (1-3 days or May term) will be created with consortium member alumni associations and existing OMIC JobReady employers. They offer several advantages:
  - Students learn better when they are involved in a continuum of opportunities to explore careers.
  - Students in two-year programs will have expanded experiential learning options. Summer 2013 OMIC1 employers hired ~20 second year students; the remaining 90% were in their third years or beyond.
  - Employers increasingly report the value of such "early talent strategies." For example, see the description of Prudential's work (<http://www.naceweb.org/i092013/diversity-talent-strategy.aspx>).
- We will offer students three methods to document internship opportunities on academic transcripts:
  - Academic course credit in colleges requiring internships. Columbus State will work to accommodate a credit-bearing internship option for undecided and arts & sciences majors.
  - "Zero-credit" internships for students to maintain college enrollment status for financial aid, health insurance, etc.
  - Milestone transcript notation on Ohio State academic transcripts. To meet OMIC1's requirements for transcript notation and to address feedback from employers and students, Ohio State's Registrar's Office developed a new internship transcript notation.

Because JobReady internships include education modules and employer/student feedback through career service offices' existing processes, some OMIC1 students and employers reported course registration as "unnecessary bureaucracy." In addition, some students are penalized by such course registration. For example, military/veteran students who register for 0-3 credit courses have that time counted against their GI benefits. Milestone notations allow our Registrar's Office to "capture" and report internship information to HEI Information System using the same processes with which they report internships for academic or zero credit. See Appendix C.

- We will work with existing co-curricular programs to develop and present messages from student interns and employers about the value of internships. This outreach includes:
  - Ohio State:
    - Orientation, First-Year Experience, STEP
    - University Exploration survey course for undecided students
    - Diversity and Inclusion programs such as the Post-Baccalaureate Preparation Program
    - Military and Veterans' Services.
  - Columbus State:
    - COLS 1100: First Year Experience Seminar.

Educating students across all academic majors about experiential opportunities throughout the entire higher education pipeline follows best practices of teaching and learning by providing students with appropriate information at different stages of their academic careers.

## SUSTAINABILITY

### 1. Financial Plans to Sustain Program

Some of our proposed grant-funded activities are for one-time costs that will expand capacity—for 3-5 years and beyond. For example, proposed grant funding will provide for

- Development/revision of soft skills JobReady education modules (\$62,400 for revision and delivery to 174 new interns and two years of 150 interns from OMIC1). Soft skill modules (e.g., communication, teamwork, leading through influencing) have been developed and/or adapted from 21<sup>st</sup> Century skills. These will be accessible to students via our consortium partners' course management systems (e.g., Ohio State Carmen). After development, these can be delivered in the future at no cost.
- Expansion of the Buckeye Careers Network to regional campuses and implementing CSCC CRM system for advising and tracking employer/student relationships (\$222,421).
- Technology for other consortium sites for distance interviews (\$14,4000).



After the grant period, we expect our consortium institutions to provide funds for future sustainability (3-5 years and beyond) in the following ways:

- Ohio State:
  - Resources for one FTE housed on Ohio State's Columbus campus to work with Regional Campuses/Co-located campuses to leverage existing employer community relationships for externship and internship opportunities.
  - Salaries and benefits for existing college career services office staff who continue to work with students across all campuses through the University Career Services Council and Buckeye Careers. Colleges fund these staff.

- Delivery of industry standard Yellow Belt Six Sigma JobReady modules are available at a discounted cost from MoreSteam, Inc.
- Operations for expanded Buckeye Careers Network that reaches to all Ohio State campuses.
- Columbus State:
  - Salesforce CRM subscriptions for campus use.
  - Salaries and benefits for existing career services staff
- NCSC
  - Salaries and benefits for existing internship coordinator jointly funded by NCSC and OSU-Mansfield
  - Salaries and benefits for existing career services staff

*2. Program Assessment for Growing Student Learning Outcomes, Business Participation, and Overall Program Success*

The program will be evaluated robustly using identified measures. In an effort to contribute to the body of knowledge around Ohio's brain drain, survey data and performance indicators will be gathered about participants living and working in Ohio (including intentions and motivations for their futures, and whether or not participants actually do later live and work in Ohio). Intern participants will be surveyed after module completion and early in the internship regarding a) utility of modules in terms of skill acquisition and professional development (Likert-type and open-ended items); b) satisfaction with modules; and c) intentions regarding living and working in Ohio in the future. Post-internship, intern participants will again be surveyed regarding a) the utility of the modules; b) satisfaction with the modules; c) their intentions regarding living and working in Ohio; and d) satisfaction with the internship experience. Internship coordinators will be asked to a) complete rubrics as an assessment of each intern's performance; and b) evaluate perceived effect of the modules upon the intern in terms of confidence and job preparation. See Appendix D for sample surveys.

Performance indicators for the program will be collected, including: a list of participating businesses; number of students placed in internships; participants' status according to rank, residency, international status, and other demographics; their major area of study; number of students not traditionally represented in the specific internship programs; functional areas in which each worked; number of hours worked; rate of pay or award for interns; number of students who completed their internship; and number of participants that graduated.

**Timeline**

<b>What</b>	<b>When</b>	<b>How</b>
Survey of interns: Professional development and skill acquisition Satisfaction with modules Living and working in Ohio	Training end	Quantitative items delivered through email, gathered through Qualtrics
Reflections by interns: Professional development and skill acquisition	Training end	Qualitative items delivered through email, gathered through Qualtrics
Survey of interns: Professional development and skill acquisition Satisfaction with modules Living and working in Ohio Satisfaction with internship experience	Internship end	Quantitative items delivered through web, gathered through Qualtrics

Reflections by interns: Professional development and skill acquisition	Internship end	Qualitative items delivered through email, gathered through Qualtrics
Performance rubrics by coordinators: Intern contributions to organizational efforts	Internship end	Quantitative items delivered through email, gathered through Qualtrics
Survey of coordinators: Professional development and skill acquisition of interns	Internship end	Quantitative items delivered through email, gathered through Qualtrics

In addition to our consortium program evaluation, a collaboration among The Ohio State University, the Columbus Partnership, Columbus 2020, and the Columbus Chamber of Commerce will provide data for central Ohio. This collaboration’s goals align with OMIC2: to increase student engagement from first year to graduation/employment, with a specific focus on young and emerging talent. To establish a current status baseline, this collaboration is creating and distributing an internship survey to HR Leaders of the Columbus Partnership member companies. This will allow the collaboration to assess results and set ambitious community and university goals (see attached letter of support).

See Appendix E for evaluation diagram.

### 3. Infrastructure, Advising, Data Management Plans

We will expand our current infrastructure in the following ways:

#### Ohio State:

- Expand the capacity of the Ohio State Buckeye Careers Network database management system (BCN) to students on regional campuses. Unlike OMIC.com, which posts positions and resumes for matching purposes, this system allows us to manage and track employer relationships/student participation and allow strong advising. The system currently has the capacity to serve only students on the Columbus Campus. Our regional campuses therefore subscribe to College Central Network for purposes of tracking students who receive internships and other data management tasks. Expanding BCN to all regional campus students will allow us to more efficiently and sustainably track/advise our students and employer partners—for OMIC-funded partnerships and other internships, co-ops, and career placements. Funding for the continued operations of BCN comes from Ohio State’s Office of Student Life. In addition, all colleges fund career services offices that connect, advise and track employer and student relationships.
- Ohio State Columbus will provide funds to build out a central space on campus for employers to interview students from any college on the campus. This resource allows for face-to-face interviews in one area. In addition, the space will provide technology for distance interviews for both Columbus campus and our other consortium campus students. Ohio State will fund the build-out of the Columbus campus space, and \$20,900 for furnishings, and technology. We request through OMIC2 \$14,400 in funds to provide six consortium sites with similar technology and room \$4500 for furnishings.

#### Columbus State:

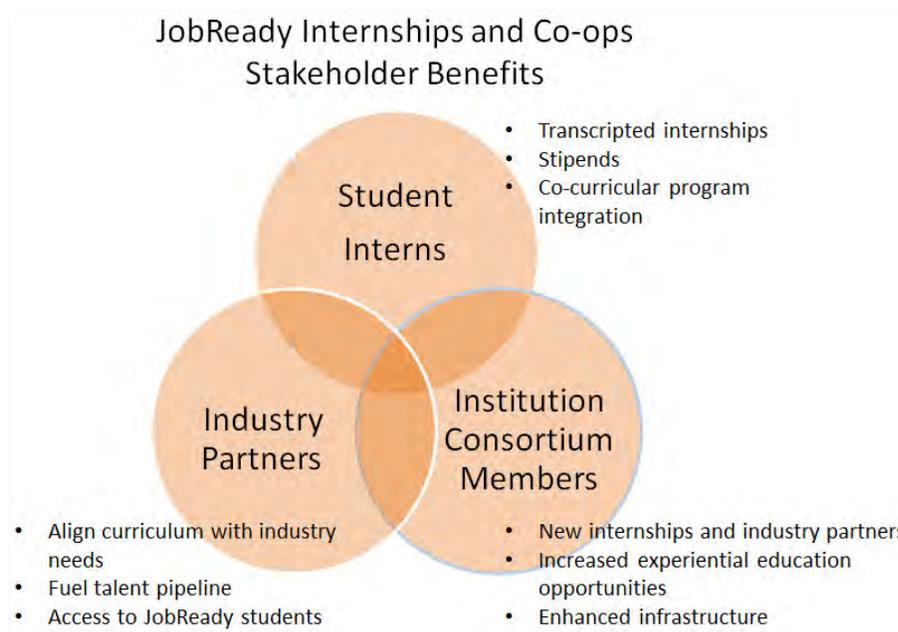
- CSCC will develop a new database to manage employer relationships and track/advise student placements (Salesforce). Requested funds include a part-time temporary staff position to implement the new system.

#### 4. Faculty Engagement Sustainability

As described above, our consortium members have a strong track record in industry/academic partnerships. We will continue to build on the practices as described in Relevance #2. We will also continue to reach out to build deeper connections with faculty involved in programs such as Ohio State's Second Year Transformational Experience. Although this program is in its pilot stage, Buckeye Careers is already receiving a growing number of requests from faculty for presentations around internships.

#### 5. Job Development and Business Participation Sustainability

The goal of employer and consortium institution partnerships will be to develop sustained relationships with organizations that are invested in the applicability of curriculum to today's workplace, the preparation of students for that workplace, and the long-term economic development of the State of Ohio. Strong partnerships will result in reoccurring internship positions that will grow in both quantity and quality, providing a consistent stream of opportunities for future students. While the employer and higher education partnership is not new, the deepened commitment and alignment of goals are integral to the JobReady collaboration.



This deepening of commitment and alignment comes through the established industry/academic partnerships of all our consortium members. Two examples described above (Relevance #2) are Columbus State's work with the Logistics Council to develop the LogisticsART program and Ohio State's work with a range of employers to develop its data analytic program. We will

continue to follow these models to identify emerging needs and design programs to meet those needs. In addition, as noted in the Columbus Partnership letter of support, Ohio State is strengthening central Ohio partnerships around internship building.

## BUDGET NARRATIVE

(Unless otherwise noted, costs are totals for two years)

### Personnel

#### OMIC Funds Requested

- \$80,000 one temporary FTE to administrate OMIC2 requirements for all consortium campuses (tracking, cost share, student stipends, etc.)
- \$124,000 one OSU FTE to jump-start regional campus internships.
- \$47,520 CSCC part-time temporary position to implement Salesforce CRM

#### In-Kind Match

- \$86,482 one OSU graduate student appointment (stipends and tuition) to cover operations duties (ex: cross-posting internships to OMIC.com) and allow reassigning existing personnel to implement Buckeye Careers Network expansion.
- \$527,487 in-kind personnel: (PI, project manager, module revision, career services offices staff, marketing, etc.)

### Supplies

#### OMIC Funds Requested

- \$20,000 for materials, including employer workbooks for development of positions
- \$47,400 for costs for module delivery over two years, \$100/student x 474 students
- \$14,400 technology for distance interview rooms at 6 consortium sites
- \$4,500 furnishing for interview rooms

#### In-Kind Industry Match

- \$205,398 in discounted online education modules from MoreSteam (\$533 average retail price/course, JobReady discounted price \$100/course)

### Purchased Services

#### OMIC Funds Requested

- \$49,000 expansion Buckeye Careers Network to serve Ohio State regional campuses.
- \$50,000 marketing, ex: design of collateral materials, including web and logo design, etc.
- \$1901 CSCC 2 subscriptions to Salesforce CRM
- \$28,000 employer, student faculty events (\$4000 x 7 consortium sites)
- \$15,000 JobReady module development/revision, 5x \$3,000/each

### Travel

#### OMIC Funds Requested

- \$ 4000 travel to supervise internships across all consortium campuses

### Faculty Outreach

#### OMIC Funds Requested

- \$40,000 competitive grant program faculty/employer partnerships to enhance curriculum.

### Employer Salaries/Student Stipends

#### OMIC Funds Requested

- \$348,000 20% cost share with employers' costs for 174 internship/co-op wages
- \$52,200 scholarships (\$300/student) to help students meet internship related costs

#### Local Match

- Employers' letters of commitment attest to a commitment of \$2,093,239 in cash, which results in a net commitment of \$1,693,039 after Regents funds cost share for 174 student intern stipends.

### Other

#### OMIC Funds Requested

- \$74,074 Indirect costs assumes 8% or less of total request.

Activity	Total	Regents Funds	Business Funds*	Applicant Funds	Education Partner Funds	Name of Education Partners	Other Partner Funds	Name of Other Partners
Personnel	\$ 865,489	\$ 251,520		\$ 567,289	\$ 46,680	CSCC & NCSC		
Supplies	\$ 107,200	\$ 86,300		\$ 20,900				
Purchased Services	\$ 353,901	\$ 143,901		\$ 210,000				
Travel	\$ 4,000	\$ 4,000						
Scholarships								
Employer Salaries	\$ 2,093,239	\$ 400,200	\$ 1,693,039					
Other Employer Contributions								
Other (Describe)	\$ 40,000	\$ 40,000						
Subtotal	\$ 3,463,829	\$ 925,921	\$ 1,693,039	\$ 798,189	\$ 46,680			
Indirect Costs 8% or less	\$ 137,929	\$ 74,074		\$ 63,855				
<b>TOTAL</b>	<b>\$ 3,601,757</b>	<b>\$ 999,994</b>	<b>\$ 1,693,039</b>	<b>\$ 862,044</b>	<b>\$ 46,680</b>			

\*Equal to or greater than 100% of requested state money for undergrad programs and 150% for grad programs

**BUSINESS PARTNERS SNAPSHOT**

<b>Employer Name</b>	<b>Total Intern &amp; Co-op Wages</b>	<b># of Intern Positions</b>	<b># of Co-op Positions</b>	<b>Amount of Other Employer Contributions</b>
ABB	\$15,840	2	0	\$-
ABS Materials	\$16,200	3	0	\$-
Accubuilt	\$60,480	9	0	\$-
American Augers	\$23,040	4	0	\$-
Area Energy & Electric	\$17,760	2	0	\$-
Arcelor-Mittal	\$32,000	3	0	\$-
AutoTool	\$92,160	16	0	\$-
Boehringer Ingelheim	\$86,400	12	0	\$-
Bridgestone Americas	\$32,640	4	0	\$-
Cardington Yutaka Technologies	\$69,120	9	0	\$-
CarrSupply	\$46,080	8	0	\$-
Coalescence	\$25,920	4	0	\$-
Cooper Enterprises	\$30,000	3	0	\$-
Core Molding Technologies	\$21,600	3	0	\$-
Crown Equipment Corporation	\$193,200	25	0	\$-
Flairsoft	\$5,400	1	0	\$-
Go Sustainable	\$21,600	3	0	\$-
Huntington Bank	\$40,000	10	0	\$-
Ijus/Spidaweb	\$77,760	12	0	\$-
Lindsey Honda	\$33,600	7	0	\$-
Lima Memorial Health System	\$124,800	20	0	\$-
Lima/Allen County Chamber of Commerce	\$11,520	2	0	\$-
Mansfield Engineered Components	\$8,000	2	0	\$-
MAPCO	\$15,000	2	0	\$-
McCartney & Associates	\$2,000	1	0	\$-
Mechanics Bank	\$25,000	3	0	\$-
Mercer Landmark	\$26,400	5	0	\$-
Mettler Toledo	\$45,360	7	0	\$-
Micro Industries	\$43,200	6	0	\$-
MoreSteam.com	\$14,400	2	0	\$-
Newman Technology	\$14,400	2	0	\$-
Next Generation Films	\$250,000	20	0	\$-
NOW Marketing	\$40,800	5	0	\$-
Polymer Technologies	\$14,400	3	0	\$-
Ricart Automotive	\$9,600	2	0	\$-
Richland Bank	\$20,160	4	0	\$-
Rimrock	\$63,360	12	0	\$-
Shurtech Brands	\$38,400	5	0	\$-
Simonson Construction	\$17,280	3	0	\$-
Strategic Insurance Software	\$46,080	8	0	\$-
Stoneridge Inc.	\$44,000	6	0	\$-
Tarigma	\$37,440	4	0	\$-
UTC Aerospace Systems	\$96,000	10	0	\$-
Veyance Technologies	\$32,640	4	0	\$-
Wilson RMS	\$60,000	5	0	\$-
<b>45</b>	<b>\$2,041,039</b>	<b>283</b>	<b>0</b>	<b>\$-</b>

## LETTERS OF COMMITMENT



Office of the President

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

**Re: Ohio Means Internships & Co-ops Proposal**

October 29, 2013

Dear Dr. Alutto,

I am writing to commit North Central State College as a collaborator in the Ohio Means Internships & Co-ops Program proposal being submitted by The Ohio State University to the Ohio Board of Regents.

Companies in our area constantly seek new talent and skills to fill the ever-changing business demands. This proposal meets a specific need expressed by area companies. It will provide students with more applied skills which will increase the rate at which they become most productive in meeting the challenges of the business environment.

As part of the project to expand internship opportunities and better align The Ohio State University at Mansfield and North Central State College Career Services, we commit to revising internship curriculum and training that will make students more "job ready." Our faculty, administration, career development coordinator and development staff are all committed to supporting this project. The experiential learning definitely supports the goal of retaining students in this region and Ohio.

In addition to serving the education needs of area families, North Central State College and The Ohio State University have long been active partners in local economic development efforts. This proposal benefits both local students and local companies.

Sincerely,

A handwritten signature in cursive script that reads "Dr. Dorey Diab".

Dr. Dorey Diab  
President

Dr. Dorey Diab, President

2441 Kenwood Circle | Mansfield, OH 44906 | [ddiab@ncstatecollege.edu](mailto:ddiab@ncstatecollege.edu) | 419.755.4811 | 888.755.4899 | 419.755.4780 Fax | [www.ncstatecollege.edu](http://www.ncstatecollege.edu)

November 14, 2013

Joseph A. Alutto, Ph.D.  
Interim President  
The Ohio State University  
190 North Oval Mall  
205 Bricker Hall  
Columbus, OH 43210-1357

**Re: "JobReady Interns & Co-ops for Ohio Industry" Proposal**

Dear Dr. Alutto:

Columbus State Community College is pleased to partner with and support The Ohio State University as the project leader for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of focus for our institution and the State in total.

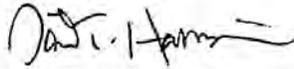
The "JobReady Consortium" (The Ohio State University, Columbus State Community College, and North Central State College) will facilitate internships and cooperative learning to promote the following opportunities to directly access the most talented students, retain the best and brightest minds in Ohio, create professional development training/curriculum, reduce employer training costs, increase productivity, efficiency, and employee retention, and access quality training and education.

The "JobReady Interns & Co-ops" proposal is of great interest to **Columbus State Community College**. We will partner and support the JobReady Consortium in the following ways:

- Create new and adapt existing JobReady training modules to the College's systems.
- Promote a 'culture of internships' throughout the institution with additional outreach efforts described in this project.
- Create and facilitate internships at partner industry organizations to help meet the project goal.
- Establish additional institutional infrastructure to support and sustain the internship program through the implementation of an industry relationship management system.

We look forward to participating in this innovative program and for the opportunity to strengthen curriculum and training plans.

Very truly yours,



David T. Harrison, Ph.D.  
President

November 15, 2013

Chancellor John Carey  
Ohio Board of Regents  
25 South Front Street  
Columbus, OH 43215

**Subject: Support for The Ohio State University's JobReady Program**

Dear Chancellor:

On behalf of the Columbus Partnership, I support The Ohio State University's request for public funds to support the creation of the "JobReady Interns & Co-ops" program. The Columbus Partnership is a civic organization of approximately 50 community and business leaders whose primary goal is to improve the economic vitality of the Columbus Region. Through the work of Columbus 2020, we are making tremendous progress on our bold economic development goals for the year 2020 to add 150,000 net new jobs, increase personal per capita income by 30 percent, add \$8 billion of capital investment, and be recognized as a national leader in economic development. To support our continued growth and to enable us to meet our goals, we need talent.

The Ohio State University's efforts to equip students with more applied skills upon entering the workforce will benefit the long-term productivity of our businesses. The function areas where the JobReady program will focus represent high-growth industries for our economy, as well as areas where talent needs are high. In partnership with Columbus 2020, we support The Ohio State University's application and its commitment to prioritizing increased quality and quantity of internship and co-op opportunities offered by our business community to support the talent development goals of the JobReady program.

While the Partnership does not come together to support all issues, we are committed to the vital projects that drive our economic growth. The critical needs of our employers to have work-place ready talent could not be more important.

Thank you for your consideration of The Ohio State University's application.

Sincerely,



Alex R. Fischer  
President and CEO

# COLUMBUS<sup>★</sup> 2020

150 S. Front St., Suite 200  
Columbus, OH 43215  
T 614-225-6063  
[columbusregion.com](http://columbusregion.com)

November 15, 2013

Chancellor John Carey  
Ohio Board of Regents  
25 South Front Street  
Columbus, OH 43215

Subject: Support for The Ohio State University's JobReady Program

Dear Chancellor Carey:

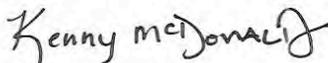
On behalf of Columbus 2020, I support The Ohio State University's request for public funds to support the creation of the "JobReady Interns & Co-ops" program. We are making tremendous progress on our bold economic development goals to add 150,000 net new jobs, increase personal per capita income by 30 percent, add \$8 billion of capital investment, and be recognized as a national leader in economic development by the year 2020. To support our continued growth and to enable us to meet our goals, we need talent.

The Ohio State University's efforts to equip students with more applied skills upon entering the workforce will benefit the long-term productivity of our businesses. The function areas where the JobReady program will focus represent high-growth industries for our economy, as well as areas where talent needs are high. We join the Columbus Partnership in support of The Ohio State University's application and its commitment to prioritizing increased quality and quantity of internship and co-op opportunities offered by our business community to support the talent development goals of the JobReady program.

While we do not come together to support all issues, we are committed to the vital projects that drive our economic growth. The critical needs of our employers to have work-place ready talent could not be more important.

Thank you for your consideration of The Ohio State University's application.

Sincerely,



Kenny McDonald, CEcD  
Chief Economic Officer

#### BOARD OF DIRECTORS

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The Columbus Partnership

Jack Partridge, **Treasurer**  
*President*  
Columbia Gas of Ohio

Eric Phillips, **Secretary**  
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Michael Keller  
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Pablo A. Vegas  
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AEP Ohio, American Electric Power

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Sean Grant  
*Chief Administrative Officer*  
Columbus 2020

Kenny McDonald, CEcD, **President**  
*Chief Economic Officer*  
Columbus 2020



Ohio State University  
Dr. Wayne Carlson  
381 Bricker Hall  
190 N Oval Mall  
Columbus, OH 43210

November 12, 2013

Dr. Carlson,

Once again MoreSteam.com is happy to Partner with Ohio State University to provide courses for the Job Ready Internship program for 2014-2016.

I'd like to take this opportunity to give you some additional information about MoreSteam.com. MoreSteam.com was launched in 2000 in response to the high cost of traditional process improvement training and tools and we were the first firm to offer the complete Black Belt curriculum online. MoreSteam.com is headquartered in Powell, OH and we have offices in Milwaukee, WI along with other locations throughout the United States. To date we have enrolled over 422,708 professionals in our process improvement courses and are the leading global provider of online Lean Six Sigma training and Blended Learning technology.

MoreSteam has worked closely with The Ohio State University since 2005 through undergraduate, MBA and Executive Education Programs in the Fisher College of Business and the Center for Operation Excellence, as well as the Integrated Systems Engineering Program in the College of Engineering.

MoreSteam.com is committed to the following prices for 2014-2016

- Lean Six Sigma Yellow Belt OSU cost \$100, retail price \$750
- Fundamentals of Project Management OSU cost \$100, retail price \$450
- Overview Design of Experiments OSU cost \$100, retail price \$400

We look forward to working with you and the Job Ready Internship program. If you have any questions you may reach me at 614-602-8190.

Best Regards,

Alison Smith  
Director of Finance

The Engine Room of Continuous Improvement <sup>SM</sup>

9976 Brewster Ln., Powell, OH 43065 614-602-8190



November 22, 2013

Dear Dr. Alutto,

ABB is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to ABB. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired three (3) from the JobReady consortia. From May 2014-2016, we estimate to hire an additional two (2) at a total cost of approximately \$16.50 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Bridgett A. Martis  
Program Administrator  
bridgett.a.martis@us.abb.com

ABB Inc.

Power Generation Business Unit  
Power Systems Division  
North American Region

29801 Euclid Avenue  
Wickliffe, Ohio 44092, USA

Telephone 440-585-3558  
<http://www.abb.com/us>



ABSMaterials, Inc.  
Osorb® Glass Solutions  
for the 21st Century

October 24th, 2013

Dear Dr. Joseph Alutto,

ABSMaterials, Inc. is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to ABSMaterials, Inc. We agree to identify the training modules which best suits the intern/co-op skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional 3 interns (one a summer) at a total cost of 11.25 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

A handwritten signature in blue ink, appearing to read 'Glenn Johnson', written over a light blue horizontal line.

Glenn Johnson  
Chief Operating Officer  
[g.johnson@absmaterials.com](mailto:g.johnson@absmaterials.com)

1909 Old Mansfield Road, Wooster, OH 44691  
330.234.7661  
[www.absmaterials.com](http://www.absmaterials.com)



November 4, 2013

Dear Dr. Alutto,

Accubuilt Inc is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Accubuilt Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire nine interns at a total cost of \$14.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Regards,

Blake Bryan  
Human Resource Consultant

*The Leading Manufacturer of Specialty Vehicles*

2550 Central Point Parkway • Lima, Ohio 45804 • 419.222.1501 • 888.242.4782 • Fax 419.222.4450



135 U.S. Route 42, P.O. Box 814, West Salem, Ohio 44287 • Office +1 (419) 869-7107 • Fax +1 (419) 869-7425  
[www.AmericanAugers.com](http://www.AmericanAugers.com)

October 24, 2013

Dear Dr. Alutto,

American Augers is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-Ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-Ops program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-Ops" proposal is of great interest to American Augers. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired two interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional four interns at a total cost of \$12.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Best Regards,

Kimberly Love  
Human Resources

ArcelorMittal Cleveland LLC  
Flat Carbon



Dr. Joseph Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 North Oval Mall  
Columbus, OH 43210-1357

November 4, 2013

Dear Dr. Alutto,

ArcelorMittal USA is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Automotive, Energy, Information Services & Software, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among some of the technologies and markets that represent areas of major economic growth potential for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to ArcelorMittal USA. We agree to identify the training modules which best suits the intern/co-op skill needs of our company as well as recruit student interns and co-ops as we have openings. In 2012-2013, we hired 3 interns from the JobReady consortia. From May 2014-2016, we intend to hire at least 3 interns at a total cost of around \$32,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in blue ink that reads "Marsha E. Harris".

Marsha E. Harris  
Human Resources Manager  
ArcelorMittal Cleveland on behalf of  
John D. Gerrard, Division Manager  
ArcelorMittal USA – Talent Acquisition

ArcelorMittal Cleveland LLC  
3060 Eggers Avenue  
Cleveland, OH 44105  
USA

T (216) 429 6000  
F (216) 429 8629  
www.arcelormittal.com



**SIDNEY**  
2001 Commerce Dr.  
Sidney, Ohio 45365  
800-373-8826  
937-498-4784  
937-492-3911 Fax

**MARYSVILLE**  
19255 Smokey Rd.  
Marysville, Ohio 43040  
888-937-2732  
937-642-0386  
937-642-0387 Fax

**COLUMBUS**  
670 Lakeview Plaza Blvd. Suite L  
Worthington, Ohio 43085  
614-888-8905  
614-888-8906 Fax

**GREENSBURG**  
355 Smith Rd.  
Greensburg, Indiana 47240  
812-222-0352  
812-222-0353 Fax

[www.areaselectric.com](http://www.areaselectric.com)

Dear Dr. Alutto,

Area Energy & Electric is pleased to provide a Letter of Support for the proposal entitled **"Job Ready Interns & Co-ops for Ohio Industry"** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **"Job Ready Interns & Co-ops"** proposal is of great interest to Area Energy & Electric. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 0 interns from the Job Ready consortia. From May 2014-2016, we intend to hire an additional 1 or 2 interns and depending on the job description, the pay scale would range from \$15-\$22 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Kenneth H. Schlater

C.E.O. Area Energy & Electric, Inc.

Equal Opportunity Employer



8150 Business Way  
Plain City, OH 43064  
(614) 733-0222

Dear Dr. Alutto,

Autotool is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Autotool. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 3 from the JobReady consortia. From May 2014-2016, we predict to hire 8-16 students at a total cost of \$10-\$14 per hour depending on qualifications. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Thank You

A handwritten signature in black ink that reads "Jenny Russo". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Jenny Russo

HR Representative



Dear Dr. Alutto,

Boehringer Ingelheim is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Boehringer Ingelheim Roxane, Inc.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

P.O. Box 16532  
Columbus, OH 43216-6532  
Telephone (614) 276-4000  
Telefax (614) 274-0974

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Boehringer Ingelheim. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 4 from the JobReady consortia. From May 2014-2016, we intend to hire an additional 12 at a total cost of \$15.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in cursive script, appearing to read "Rick Tarantelli".

Rick Tarantelli

Boehringer Ingelheim



Bridgestone Americas  
Tire Operations  
10 E. Firestone Boulevard  
Akron, OH 44317

October 31, 2013

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 North Oval Mall  
Columbus, OH 43210-1357

Dear Dr. Alutto,

Bridgestone Americas Tire Operations, LLC, Product Development Group, is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Bridgestone Americas Tire Operations, LLC. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire four (4) interns/co-ops at a total cost of \$16 - \$18 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Cheryl Schlosser  
Manager, Human Resources - Akron Complex  
330-379-6085

**To:** Job Ready Interns & Co-ops for Ohio Industry

**From:** Mark Smith

**Position:** Warehouse Manager

**Date:** November 1, 2013

**Subject:** Internship Participation

Dear Dr. Alutto,

Carr Supply is pleased to provide a Letter of Support for the proposal entitled "**Job Ready Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Financial Services, Information Services & Software, Business Functions (Back Office, Headquarters & Consulting, Logistics) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**Job Ready Interns & Co-ops**" proposal is of great interest to Carr Supply. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern from the Job Ready consortia. From May 2014-2016, we intend to hire an additional eight interns at a total cost of \$11.50/\$12.50 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Mark Smith

Signature: *Mark M. Smith*



Dear Dr. Alutto,

Coalescence, LLC is pleased to provide a Letter of Support for the proposal entitled **"JobReady Interns & Co-ops for Ohio Industry"** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **"JobReady Interns & Co-ops"** proposal is of great interest to Coalescence, LLC. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired two summer intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional four interns at a total cost of \$12-\$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Best Regards,

*Allyson P. Sharp*

Allyson P. Sharp  
Senior Manager  
Coalescence, LLC  
614.861.3639  
Allyson@coalescencellc.com

---

3455 Millennium Court

Columbus, Ohio 43219

[www.coalescencellc.com](http://www.coalescencellc.com)



Dear Dr. Alutto,

Core Molding Technologies, Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Automotive, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest Core Molding Technologies, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 1 intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional 3 at a total cost of \$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Bruce", is written over a light blue horizontal line.

Douglas A. Bruce, Director  
Human Resources

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800 Manor Park Drive • Columbus, Ohio 43228-9640 • (614) 870-5000

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

November 5, 2013

Dear Dr. Alutto,

Cooper Enterprises is pleased to provide a Letter of Support for the proposal entitled “**JobReady Interns & Co-ops for Ohio Industry**” being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed the documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent greatest potential for major economic growth in our State.

We constantly seek new talent and skills to fill our ever-changing, growing demands for our business. This proposal seeks to provide students with advanced, applied skills which will increase the rate at which they may become productive in meeting the challenges of the ever-changing dynamic business environment. We support the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will reduce our normal training load of newly hired professionals. The added skills outlined in the proposal are necessary and will clearly advance the careers of participating students as well as better meet the demands of my business. The quality of learning experiences with Ohio based businesses definitely supports the goal of retaining students in Ohio.

The proposed “**JobReady Interns & Co-ops**” proposal continues to be of great interest to my company. We agree to identify the training modules which best suits the intern/coop skills needed for my company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional three interns and/or coops at a total cost of \$30,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,



Monty Friebel – President  
Cooper Enterprises, Inc.  
P.O. Box 50  
Shelby, Ohio 44875-0050



Equipment Corporation

New Bremen, Ohio 43063 USA  
Tel: 419.629.2311 Fax: 419.629.2000

November 6, 2013

Subject: Letter of Commitment for the Ohio State University - Ohio Means Internships & Co-ops Team

Dear Dr. Alutto,

Crown Equipment is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry: being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed the documents describing the intent of the Program as well as the basic objectives of the proposal.

Crown Equipment Corporation designs manufactures, distributes, services and supports material handling products that provide customers with superior value. Crown has a network of factory direct sales and service dealers doing business as Crown Lift Trucks. As one of the world's largest lift truck manufacturers, Crown is focused on providing solutions that mean improved performance for our customers.

We offer co-op opportunities in many locations within our company from Engineering, Computer Science/IT, Marketing, Operations, Supply Chain, Accounting, Manufacturing etc.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to Crown. We agree to recruit interns and co-ops students as we have openings. In 2013 we hired 13 co-ops alone from Ohio State University. From May 2014-2016 we intend to hire and additional 25 students at a total cost of \$16.10 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink that reads "Andrea Huber".

Andrea Huber



**Cardington  
Yutaka  
Technologies, Inc.**

November 1, 2013

Dear Dr. Alutto,

Cardington Yutaka Technologies Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Cardington Yutaka Technologies Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 4 interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional 29 at a total cost of \$14.00-\$18.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Pfeifer', is written over a faint circular stamp.

Doug Pfeifer  
Vice President



Dear Dr. Alutto,

November 01, 2013

Flairsoft, Ltd. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Flairsoft, Ltd.. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired two interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional one intern at a total cost of \$15.00 per hour for 30 hours per week. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,



Justin Kelly  
Director of Product Management  
(614) 888-0700 x204

---

7720 Rivers Edge Dr., Suite 200, Columbus, OH 43235 [www.flairsoft.net](http://www.flairsoft.net) Ph: 614-888-0700 Fax: 614-5737255



Go Sustainable Energy, LLC

3709 N. High Street, Suite 100, Columbus, OH 43214  
www.gosustainableenergy.com – 614.268.4263

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Date: November 4, 2013  
To: JobReady Ohio  
From: John Seryak (Go Sustainable Energy)  
RE: JobReady Ohio Program Update

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Dear Dr. Alutto,

Go Sustainable Energy is pleased to provide a Letter of Support for the proposal entitled **“JobReady Interns & Co-ops for Ohio Industry”** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **“JobReady Interns & Co-ops”** proposal is of great interest to Go Sustainable Energy. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 1 intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional 3 number of interns at a total cost of \$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink that reads "John A. Seryak".

John A Seryak, CEO  
Go Sustainable Energy, LLC

---



41 S. High Street  
Columbus, Ohio  
(614) 331-8187  
October 31, 2013

Dear Dr. Alutto,

Huntington Bank is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Huntington Bank. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional total of ten (10) interns. Five (5) during summer 2014 and five (5) during summer 2015. At a total cost of \$64,000 (based on the average cost of a 10 week Huntington summer intern). We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Kelley K. Forster  
Huntington Bank  
Office of College Recruitment



IJUS LLC & SPIDAWeb LLC  
690 Taylor Road Suite 100  
Gahanna, Ohio 43230

October 24<sup>th</sup>, 2013

Dear Dr. Alutto,

IJUS LLC & SPIDAWeb LLC is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Engineering and software development are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to IJUS LLC and SPIDAWeb LLC. We agree to identify the training modules which best suits the intern/co-op skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired four interns from the JobReady consortia. from May 2014-2016, we intend to hire an additional 12 at a total cost of \$12-\$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in cursive script that reads "Stacey Barnard".

Stacey Barnard  
stacey.barnard@ijus.net  
Human Resources IJUS LLC/SPIDAWeb LLC  
614.335.6223 ext 18

# Lindsay HONDA

November 5, 2013

Dear Dr. Alutto,

Lindsay Automotive (Acura and Honda) is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Lindsay Automotive. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired no interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional seven interns. Wages will vary from \$10.00 per hour to commissions sales. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.



Bert Seymour, PHR

Human Resources Manager

Lindsay Automotive

5805 Scarborough Blvd • Columbus, Ohio 43232 • (614) 864-5250 • [www.lindsayhonda.com](http://www.lindsayhonda.com)



144 South Main Street, Suite 100 • Lima, Ohio 45801  
Phone: 419-222-6045 • Fax: 419-229-0266

E-mail: [chamber@limachamber.com](mailto:chamber@limachamber.com) • [www.limachamber.com](http://www.limachamber.com)

November 1, 2013

Dear Dr. Alutto,

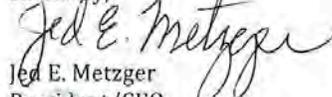
The Lima/Allen County Chamber of Commerce is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This "**JobReady Interns & Co-ops**" proposal is of great interest to the Lima/Allen County Chamber of Commerce. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire 2 interns at a total cost of \$12 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

  
Jed E. Metzger  
President/CEO

Leading Businesses.  
Leading Communities.™





Affiliate of ProMedica

Dear Dr. Alutto,

Lima Memorial Health System is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Lima Memorial Health System. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 0 interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional 20 interns at a total cost of \$13 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read "Amanda Wolf", written in a cursive style.

Amanda Wolf  
Human Resources Recruiter  
Lima Memorial Health System  
1001 Bellefontaine Avenue  
Lima, Ohio 45804  
Ph: 419-998-4630

1001 Bellefontaine Ave. | Lima, Ohio 45804 | 419-228-3335 | limamemorial.org



Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Oct. 31, 2013

Dear Dr. Alutto,

Mansfield engineered Components is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Mansfield Engineered Components. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional 2 interns at a total cost of \$4,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,

A handwritten signature in black ink, appearing to read "S. Cummins", with a stylized flourish at the end.

Steve Cummins  
Vice-President

1776 Farmington Mansfield Road, Mansfield, OH 44880  
419.504.1300 [www.mansfieldeng.com](http://www.mansfieldeng.com)

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Address: 125 South Mill St.  
Lexington, OH 44904



10820 Alder Circle Dallas, TX 75238 214-221-0770

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
180 N. Oval Mall  
Columbus, OH 43210

Oct. 30, 2013

Dear Dr. Alutto,

AMERICAN GALLEY EQUIPMENT, LLC is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potential for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business, and train our Incumbent Workers in-house. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more "job ready" and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to AGE. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire two additional Students, at a total cost of \$15,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Best Regards,



Jerry Miller-Engel  
American Galley Equipment, LLC



**AMERICAN GALLEY EQUIP., LLC**

125 South Mill Street  
Lexington, OH 44904

KEM

K.E. McCartney & Associates, Inc.

ENGINEERS • PLANNERS • SURVEYORS

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Oct. 29, 2013

Dear Dr. Alutto,

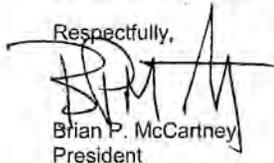
K. E. McCartney & Associates, Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to K.E. McCartney & Associates, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional 1intern at a total cost of \$2000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,



Brian P. McCartney  
President

52 N. Diamond St. • Mansfield, OH 44902 • TEL. 419.525.0093 • FAX 419.525.0635  
526 E. Broad Street • Elyria, OH 44035 • TEL. 440.323.9608 • FAX 440.323.3644

Brian P. McCartney, P.E., P.S. • Kenneth A. McCartney, P.S. • James D. Mawhoir, P.E., P.S. • Wayne C. Bishop, P.E.

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Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Oct. 29, 2013

Dear Dr. Alutto,

Mechanics Bank is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Mechanics Bank. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional three at a total cost of \$25,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,

A handwritten signature in blue ink that reads "David E. Baumann".

David E. Baumann  
Vice President, Human Resources Manager

2 South Main Street | Mansfield, Ohio 44902 | 419-524-0831 | MyMechanics.com



Mercer Landmark, Inc.  
715 W Logan Street  
P.O. Box 328  
Celina, OH 45822  
Phone: (419) 586-2303  
Fax: (419) 586-8893

Dear Dr. Alutto,

Mercer Landmark is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Agribusiness & Food Processing, Polymers & Chemicals and Business Functions (Back Office, Headquarters & Consulting, Logistics & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

The proposed "JobReady Interns & Co-ops" proposal is of great interest to Mercer Landmark. We agree to identify the training modules which best suits the intern/co-op skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-June 2016, we intend to hire an additional 5 interns at a total cost of \$11.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Dave Puthoff  
Agronomy/Feed Sales Manager  
Mercer Landmark

## Mettler-Toledo, LLC

Address	6600 Huntley Road, Columbus, OH 43229
Phone	614-841-7300
Fax	614-841-7295
Internet	www.mt.com

Dr. Joseph Alutto  
Ohio State University Interim President  
205 Bricker Hall  
190 North Oval Mall  
Columbus, OH 43210-1357

October 24, 2013

Dear Dr. Alutto,

Mettler-Toledo, LLC is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Mettler-Toledo, LLC. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 0 interns from the JobReady consortia. This was due to unforeseen business conditions that did not allow us to take part in this program as we had intended. From May 2014-2016, we intend to hire an additional 7 interns at a total cost of \$13.50 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

We look forward to our continued participation and support of such an innovative and useful program for Mettler-Toledo, LLC.

Regards,



Stephanie Viehman





Dear Dr. Alutto,

Micro Industries is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to Micro Industries We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 3 from the JobReady consortia. From May 2014-2016, we intend to hire an additional 6 at a total cost of \$15 per student per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Cindy Panigall

HR/ General Accountant

8399 GREEN MEADOWS DRIVE NORTH, WESTERVILLE OHIO 43081-9486  
Telephone: 1-800-446-6762 Fax: 1-614-546-6184 E-Mail: info@microind.com



November 13, 2013

Dear Dr. Alutto,

Moresteam.com is pleased to provide a Letter of Support for the proposal entitled **"JobReady Interns & Co-ops for Ohio Industry"** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **"JobReady Interns & Co-ops"** proposal is of great interest to MoreSteam.com. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire one or two interns at \$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

If you have any questions regarding our proposal please contact me at 614-602-8190.

Best regards,

Alison Smith  
Director of Finance

The Engine Room of Continuous Improvement <sup>SM</sup>

9976 Brewster Ln., Powell, OH 43065 614-602-8190



100 Cairns Rd. • Mansfield, Ohio 44903 U.S.A.  
Tel. 419-525-1856 FAX 419-524-1965

October 28, 2013

Dr. Joseph Alutto, Interim President  
The Ohio State University

Dear Dr. Alutto,

Newman Technology, Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State as a whole.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Newman Technology, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired two from the JobReady consortia. From May 2014-2016, we intend to hire an additional two at a total cost of \$15 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Rourke', is written over a horizontal line.

Stephen M. Rourke  
Senior Vice President



*Where Technology and Innovation Meet*

Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Oct. 29, 2013

Dear Dr. Alutto,

Next Generation Films, Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Next Generation Films, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional 20 interns at a total cost of \$250,000.00. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,

A handwritten signature in black ink, appearing to read "J. Groty", written over a white background.

Jeff Groty  
Next Generations Films, Inc.

230 Industrial Drive • Lexington, Ohio 44904 • 800-884-8150 • Fax 419-884-8162 • [nextgenfilms.com](http://nextgenfilms.com)



109 S Greenlawn Ave.  
Elida, OH 45807  
Phone: (877) 380-6698

Dear Dr. Alutto,

NOW Marketing Group is pleased to provide a Letter of Support for the proposal entitled **"JobReady Interns & Co-ops for Ohio Industry"** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Business Functions (Back Office, Headquarters & Consulting) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **"JobReady Interns & Co-ops"** proposal is of great interest to NOW Marketing Group. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 5 from the Job Ready consortia. From May 2014-2016, we intend to hire an additional 5 at a total cost of \$17 per hour/per person. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read "Jessica Phillips", written over a light blue circular stamp.

Jessika Phillips



Your one stop solution to resins  
and Total Plastics Recycling

## **POLYMER TECHNOLOGIES & SERVICES, INC.**

1835 James Parkway  
Heath Ohio 43056

Phone: 740 929 5500

Fax: 740 929 5501



November 4<sup>th</sup> 2013

Dear Dr. Alutto,

Polymer Technologies is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Polymers and automotive are among the technologies and markets that represent areas of major economic growth potentials for our company.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of interest to Polymer Technologies and the company is very interested in encouraging students in STEM area. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern in the summer of 2013. From May 2014-2016, we intend to hire an additional three( one per year) at a total cost of \$10 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sharad Thakkar, Ph.D.

President

Page: 1 of 3



November 13, 2013

Mr. Joseph Alutto  
Office of the President  
The Ohio State University  
205 Bricker Hall, 190 North Oval Mall  
Columbus, Ohio 43210-1357

Dear Mr. Alutto,

Ricart Automotive is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

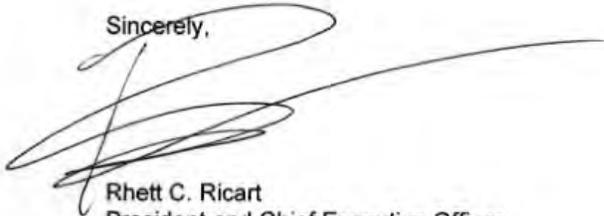
Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

P.O. BOX 27130 • COLUMBUS, OHIO 43227

This proposed **“JobReady Interns & Co-ops”** proposal is of great interest to Ricart Automotive. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. We anticipate hiring 2 interns, from May 2014 – 2016, at a total cost of \$10 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rhett C. Ricart', with a long horizontal flourish extending to the right.

Rhett C. Ricart  
President and Chief Executive Officer

Richland Bank  
3 North Main Street  
Mansfield, Ohio 44902-1737  
419-525-8700



October 30, 2013

Dr. Joseph Alutto  
Ohio State University Interim President

Dear Dr. Alutto:

Richland Bank is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R & D) are among the technologies and markets that represent areas of major economic growth potentials for our company, the region and the State in total. As Chairman of our local economic development organization, Richland Community Development Group, I can attest to the positive impact a viable internship program could have on this economic growth.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Richland Bank. We agree to identify the training modules which best suit the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional one to two interns per year at a total cost of \$10-11 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink, appearing to read "John A. Brown".

John A. Brown  
President



Rimrock Corporation

1700 Jetway Blvd.  
Columbus, Ohio 43219  
Phone: 614-471-5926  
Fax: 614-471-7388  
www.rimrockcorp.com

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October 31, 2013

Dear Dr. Alutto,

Rimrock Corporation is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Rimrock Corporation. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired five (5) from the JobReady consortia. From May 2014-2016, we intend to hire an additional twelve (12) at a total cost of \$11.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

Kris Schultz

Engineering Manager



October 24, 2013

Dear Dr. Alutto:

ShurTech Brands, LLC is pleased to provide a Letter of Support for the proposal entitled "JobReady Interns & Co-ops for Ohio Industry" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills, which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills, which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "JobReady Interns & Co-ops" proposal is of great interest to ShurTech Brands, LLC. We agree to identify the training modules, which best suits the intern/co-op skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one intern from the JobReady consortia. From May 2014-2016, we intend to hire an additional 3-5 interns and/or co-ops at a total cost of \$15-\$17 per hour depending on the experience level, skillset, and housing requirements. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

If you should need additional information, please contact me at 440-937-7179 or [ptokarcik@shurtech.com](mailto:ptokarcik@shurtech.com).

Sincerely,

Pat Tokarcik  
Director of Talent Management

32150 Just Imagine Drive  
Avon, OH 44011



P: +1-440-937-7000

F: +1-828-325-5392

[hr-service-center@shurtape.com](mailto:hr-service-center@shurtape.com)



2112 TROY ROAD, ASHLAND, OHIO 44805 - 419.281.8299 - FAX 419.281.6150

November 5, 2013

Dr. Joseph Alutto, Interim President  
Ohio State University  
205 Bricker Hall  
190 North Oval Mall  
Columbus, OH 43210-1357

Dear Dr. Alutto,

Simonson Construction Services, Inc. is pleased to provide a Letter of Support for the proposal entitled **"JobReady Interns & Co-ops for Ohio Industry"** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **"JobReady Interns & Co-ops"** proposal is of great interest to Simonson Construction Services, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired one from the JobReady consortia. From May 2014-2016, we intend to hire an additional (3) three at a total cost of \$12.00/per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,

A handwritten signature in black ink, appearing to read 'Daniel R. Moore'.

Daniel R. Moore, President  
Simonson Construction Services, Inc.



An Equal Opportunity Employer



October 31, 2013

Dear Dr. Alutto,

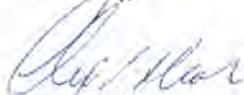
SIS – Strategic Insurance Software is pleased to provide a Letter of Support for the proposal entitled “**JobReady Interns & Co-ops for Ohio Industry**” being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed “**JobReady Interns & Co-ops**” proposal is of great interest to SIS – Strategic Insurance Software. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 4 from the JobReady consortia. From May 2014-2016, we intend to hire an additional 8 at a total cost of \$12 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,



Alex Deak  
CEO  
Strategic Insurance Software  
4181 Arlingate Plaza  
Columbus OH 43228



Dr. Joseph A. Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Oct. 29, 2013

Dear Dr. Alutto,

Stoneridge, Inc. – Control Devices is pleased to provide a Letter of Support for the proposal entitled “**JobReady Interns & Co-ops for Ohio Industry**” being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed “**JobReady Interns & Co-ops**” proposal is of great interest to Stoneridge, Inc. – Control Devices. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. From May 2014-2016, we intend to hire an additional six interns at a total cost of \$44,000. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Respectfully,

A handwritten signature in cursive script that reads "Kristy Eichar".

Kristy Eichar  
Human Resources Manager



Tarigma Corporation  
6161 Busch Blvd., Suite 110  
Columbus, OH 43229  
614.436.3734 Main  
614.436.3750 Fax  
www.tarigma.com

Date: 25 October 2013

Dear Dr. Alutto,

Tarigma Corporation is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Tarigma Corporation. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired (4) from the JobReady consortia. From May 2014-2016, we intend to hire an additional (4) interns at a total cost of \$19.50per hour/per intern. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Yours sincerely,

Seamus Crinion,  
Chief Operations Officer,  
Tarigma Corporation  
6161 Busch Blvd, Suite 110  
Columbus, Ohio 43229  
Office: 614.436.3734  
Email: se.crinion@tarigma.com  
www.tarigma.com

Materials & Simulation Technical Center

UTC Aerospace Systems  
9921 Brecksville Road  
Brecksville, Ohio 44141  
(440) 262-1462 Fax: (440) 262-1480  
robert.bianco@utas.utc.com  
www.utcaerospacesystems.com



Robert Bianco, Ph.D.  
Chief Engineer

October 28, 2013

Dr. Joseph Alutto  
Interim President  
The Ohio State University  
205 Bricker Hall  
190 N. Oval Mall  
Columbus, OH 43210

Dear Dr. Alutto,

United Technologies Aerospace Systems is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program and objectives of the proposal.

United Technologies, a Fortune 500 company, is a leading global supplier of systems and services to the aerospace and defense industry. United Technologies offers an extensive range of products, systems and services for aircraft and engine manufacturers, airlines and defense forces around the world. Our products can be found on almost all the aircraft in the world. United Technologies Aerospace Systems unit maintains a strong presence in Ohio with multiple divisions including Aircraft Wheels & Brakes, Landing Gear, Sensors and Integrated Systems, and the Materials & Simulation Technical Center. Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

Well-trained and highly-motivated people are essential for the success of our businesses. The "**JobReady Interns & Co-ops for Ohio Industry**" proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in our dynamic business environment. We applaud the efforts to better align curriculum and training of students to make them more 'job ready', and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

**Materials & Simulation Technical Center**

UTC Aerospace Systems  
9921 Brecksville Road  
Brecksville, Ohio 44141  
(440) 262-1462 Fax: (440) 262-1480  
robert.bianco@utas.utc.com  
www.utcaerospacesystems.com

Robert Bianco, Ph.D.  
Chief Engineer



This proposal is of great interest to United Technologies Aerospace Systems because it provides a better-trained pool of local students and includes our input on the curriculum of business and technical skills critical to our continued success and growth. We agree to identify the training modules which best suit the intern/co-op skill needs of our company and to recruit intern and co-op students as we have openings. In 2012-2013, we hired 3 interns from the JobReady consortia. From May 2014-2016, we intend to hire an additional 10 interns at an average total cost of \$20 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in cursive script that reads "Robert Bianco".

Robert Bianco, PhD  
Chief Engineer, Site Lead



13601 INDUSTRIAL PARKWAY  
MARYSVILLE, OH 43040-9590

October 24, 2013

Dr. Joseph Alutto  
Ohio State University Interim President

Dear Dr. Alutto,

Veyance Technologies, Inc. is pleased to provide a Letter of Support for the proposal entitled "**JobReady Interns & Co-ops for Ohio Industry**" being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more 'job ready' and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed "**JobReady Interns & Co-ops**" proposal is of great interest to Veyance Technologies, Inc. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired three from the JobReady consortia. From May 2014-2016, we intend to hire an additional four at a total cost of 17.00 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,

A handwritten signature in black ink that reads "Emily Bilbruck".

Emily Bilbruck  
Manager, HR Services

Dear Dr. Alutto,

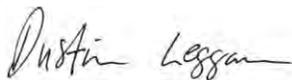
Wilson RMS is pleased to provide a Letter of Support for the proposal entitled **“JobReady Interns & Co-ops for Ohio Industry”** being submitted by The Ohio State University to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Advanced Manufacturing, Aerospace & Aviation, Agribusiness & Food Processing, Automotive, Biohealth, Energy, Financial Services, Information Services & Software, Polymers & Chemicals, and Business Functions (Back Office, Headquarters & Consulting, Logistics, & R&D) are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total.

We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

This proposed **“JobReady Interns & Co-ops”** proposal is of great interest to Wilson RMS. We agree to identify the training modules which best suits the intern/coop skill needs of our company as well as recruit interns and co-ops students as we have openings. In 2012-2013, we hired 0 from the JobReady consortia. From May 2014-2016, we intend to hire an additional 5 at a total cost of \$125 per hour. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Sincerely,



Dustin Leggans,

Chief Technology Officer

dleggans@wilsonrms.com

## **ADDITIONAL ITEMS**

### **APPENDIX A**

#### **2013 internship Development**

From January 2013-December 2013, our partnerships created 215 new Ohio internships and placed 130 students in those internships. These internships were created by 56 of our original 82 employer partners and 10 additional employer partners we recruited during 2013.

Differences among actual placements, newly created internships, and our original target (412) are the result of several factors.

- Internships were created and filled but could not be counted as OMIC1 JobReady Ohio positions either because they were filled by students from institutions not in our consortium (Ohio State, CSCC, NCSC) or because they had been filled before our JobReady Ohio process began. (For example, employers such as Nationwide and First Energy began summer internships searches in the fall, making offers in October-January.)
- Changes in the economy between the time employers committed (October 2012) and the start of summer internships (May/June 2013) did not allow employers to support internships at all or meant that internships were required in other states.
- Employers reported that requirements of the program created roadblocks-for example, timelines for Ohio State cost share fiscal processes or course registration deadlines did not mesh with traditional employer processes. Again, this does not necessarily mean that the internships were not filled, but because they did not meet requirements, the internships were not tracked as part of the JobReady Ohio program.
- Some employers did not receive an adequate pool of qualified candidates (e.g., positions in locations students did not see as desirable, vague position descriptions, etc.).

**APPENDIX B**  
Sample Learning Agreements



**Engineering Career Services**  
Co-ops Internships Careers!

**Performance Evaluation**

!

**Supervisor / Evaluator Information:**

Name: \_\_\_\_\_  
Company: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

**Student Information:**

Name: \_\_\_\_\_  
OSU Email: \_\_\_\_\_  
Major: \_\_\_\_\_  
Work Term: \_\_\_\_\_  
Hourly Rate: \_\_\_\_\_

Instructions: At the end of each work term, the student's immediate supervisor should evaluate the student, comparing him/her with other students of comparable academic level. We encourage you to discuss the evaluation (this form or a company form) with the student before the student returns to campus.

!

**WORK PERFORMANCE:**

Please rate the student's work performance in each of the following areas:

	Outstanding	Very Good	Satisfactory	Marginal	Unsatisfactory	Not applicable
Attendance	<input type="checkbox"/>					
Punctuality	<input type="checkbox"/>					
Management	<input type="checkbox"/>					
Judgment	<input type="checkbox"/>					
Relations with others	<input type="checkbox"/>					
Attitude/Application to work/learning	<input type="checkbox"/>					
Productivity	<input type="checkbox"/>					
Commitment to safety	<input type="checkbox"/>					
Quality of work	<input type="checkbox"/>					
Overall Performance	<input type="checkbox"/>					

What were the student's primary responsibilities/objectives this term?

How well did the student perform these responsibilities/objectives?

!

**ACADEMIC PREPARATION**

The College of Engineering would appreciate your input to help improve our curriculum. For each of the following ABET learning outcomes, please rate the preparation of the student you supervise:

	Outstanding	Very Good	Satisfactory	Marginal	Unsatisfactory	Not applicable
Ability to apply knowledge of mathematics and sciences	<input type="checkbox"/>					
Ability to apply knowledge of humanities and social sciences	<input type="checkbox"/>					
Ability to apply knowledge of their specific engineering field	<input type="checkbox"/>					
Ability to design and conduct experiments	<input type="checkbox"/>					
Ability to analyze data	<input type="checkbox"/>					
Ability to design a system, component, or process to meet desired needs within realistic constraints	<input type="checkbox"/>					
Ability to function on multi-disciplinary teams	<input type="checkbox"/>					
Ability to identify, formulate, and solve engineering problems	<input type="checkbox"/>					
Understanding of professional and ethical responsibility	<input type="checkbox"/>					
Effective oral communication skills	<input type="checkbox"/>					
Effective written communication skills	<input type="checkbox"/>					
Understanding of the impact of engineering solutions in a global, economic, environmental, and societal context	<input type="checkbox"/>					
Recognizing the need for and having the ability to engage in lifelong learning	<input type="checkbox"/>					
Knowledge of contemporary issues	<input type="checkbox"/>					
Ability to use techniques, skills, and modern tools in the profession	<input type="checkbox"/>					
Understanding of business and financial aspects of professional practice	<input type="checkbox"/>					
Ability to function in culturally and ethnically diverse environments	<input type="checkbox"/>					
Ability to apply project management skills	<input type="checkbox"/>					
Ability to use computing technology	<input type="checkbox"/>					
Overall assessment of the student's academic preparation for this position	<input type="checkbox"/>					

What curriculum changes (if any) would better prepare future students for employment with your company?

!  
!  
!  
!  
!

Signed \_\_\_\_\_ Date: \_\_\_\_\_  
(Immediate Supervisor) Please provide a business card

!  
*Thank you for taking the time to complete this form!*



**Instructions:** For each co-op or internship work term, a complete student evaluation of work experience must be submitted to the co-op & internship office. Complete parts A and B and submit to ECIP *no later than the last day of classes.*

**Part A:** Will be kept in your personal file and will not be distributed or made accessible to individuals outside the ECIP office.

**Part B:** Will be kept on file to assist future students in evaluating potential employment, so please be detailed. These forms should be typed or printed neatly in ink.

**Note:** You are encouraged to express your opinions candidly because you play a valuable role in helping to shape employers' co-op & internship programs. ECIP occasionally compiles comments anonymously from the "Employer Feedback" section (last page) to share with employers.

**PART A:** We will separate your information from Part B to keep the evaluation anonymous.

**YOUR INFORMATION**

Name: \_\_\_\_\_ Unique OSU email \_\_\_\_\_ @osu.edu

Major: \_\_\_\_\_ Rank:  Fr  So  Jr  Sr  Grad

Job Type:  Co-op  Internship Work Term: Autumn \_\_\_\_\_ Spring \_\_\_\_\_ Summer \_\_\_\_\_  
year year year

**EMPLOYER INFORMATION**

Organization Name: \_\_\_\_\_ City/State: \_\_\_\_\_

Dept./Division: \_\_\_\_\_

Job Title: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_ Title: \_\_\_\_\_

Supervisor's Email: \_\_\_\_\_ Phone: \_\_\_\_\_

**FINANCIAL INFORMATION**

Pay rate: \_\_\_\_\_ hourly / \_\_\_\_\_ Weekly / \_\_\_\_\_ Monthly

**ADDITIONAL WORK TERMS WITH EMPLOYER**

Will you be returning for an additional work term?  Yes  No

If yes, which term(s)? \_\_\_\_\_

Have you received an offer for career employment with this employer?  Yes  No

Have you accepted an offer for career employment with the employer?  Yes  No



**STUDENT EXPERIENCE WITH THE EMPLOYER**

1. What is your overall evaluation of this experience?  Excellent  Good  Average  Fair  Unsatisfactory

2. What was most valuable about this experience?

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3. Would you recommend this company as a good place to co-op or intern?  Yes  No (give reasons)

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---

4. Would you consider this company for permanent employment?  Yes  No (give reasons)

---

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5. Please include any suggestions, remarks, or constructive criticism that would improve your employer's co-op/intern program.

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5. Did your employer provide any professional training to you?  Yes  No  
If yes, on what topics?

! \_\_\_\_\_  
! \_\_\_\_\_  
!

6. Working Hours: From: \_\_\_\_\_ am/pm To: \_\_\_\_\_ am/pm Hours per week: \_\_\_\_\_ Overtime pay?  Yes  No

!

7. Benefits:  Life Insurance  Health Insurance  Paid Holidays  Credit Union  Vacation

!

Relocation Assistance (specify)

!

Housing Assistance (specify)

!

Other (please specify)

!

8. What did you like most about your job assignment?

! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
!

9. What did you like least?

! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
!

**ACADEMIC/PROFESSIONAL DEVELOPMENT**

!

1. How did this practical experience enhance your understanding of your chosen field? (This need not be major related. For example, you may have learned about the value of writing, speaking, or management skills.)

! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
!

2. What have you learned that will influence course selections?

! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
!

3. Did you feel well prepared academically, for this experience?

! \_\_\_\_\_  
! \_\_\_\_\_  
! \_\_\_\_\_  
!

4. Would you be willing to speak to various groups of students about your experience?  Yes  No

!

**APPENDIX C**  
**Sample Transcript Milestone Notation**

Name :  
 Student ID:  
 Birth MO/DAY :  
 Print Date: 11/13/2013  
 Page 2 of 2  
 OSU Administrative Transcript

DN GPA = 3.833 OSN TOTALS = 28.00 304.00 88.000

**Autumn 2010 Quarter**

Program : Dental Hygiene

Plan : Dent Hyg Degree Completion Major

Course	Description	Attempted	Earned	Grade	Points
EDWYD0 821	Periodontal Issues	3.00	3.00	B+	9.000
DN GPA = 3.300	TRM TOTALS =	3.00	3.00		9.000
DN GPA = 3.788	OSN TOTALS =	28.00	207.00		304.000

**Winter 2011 Quarter**

Program : Dental Hygiene

Plan : Dent Hyg Degree Completion Major

Course	Description	Attempted	Earned	Grade	Points
EDWYD0 160	Fin Financial Mgmt	3.00	3.00	A-	18.000
EDWYD0 805	Day Career Mgmt	3.00	3.00	A	12.000
DN GPA = 3.812	TRM TOTALS =	6.00	6.00		30.000
DN GPA = 3.781	OSN TOTALS =	34.00	219.00		338.400

**Part Time Dean's List**

**Autumn 2011 Quarter**

Program : Dental Hygiene

Plan : Dent Hyg Degree Completion Major

Course	Description	Attempted	Earned	Grade	Points
EDWYD0 884	Practicum Dent Hyg	2.00	2.00	A	
Transfer Credit From Cuyahoga Comm Coll Major					
Applied Toward Dental Hygiene Program					
DESH 100	Elementary Chem	4.00	4.00	F	
EDWYD0 TECH	Technical	3.00	3.00	F	
EDWYD0 880	General	4.00	4.00	F	
DN GPA = 0.000	TRM TOTALS =	3.00	3.00		0.000
DN GPA = 3.781	OSN TOTALS =	38.00	232.00		338.400

**Spring 2012 Quarter**

Program : Dental Hygiene

Plan : Dent Hyg Degree Completion Major

Course	Description	Attempted	Earned	Grade	Points
EDWYD0 120	Integrated Techniques	2.00	2.00	A	9.000
EDWYD0 885	Concept Pract Den Hy	2.00	2.00	A	9.000
DN GPA = 4.000	TRM TOTALS =	4.00	4.00		18.000
DN GPA = 3.785	OSN TOTALS =	42.00	296.00		351.400

Undergraduate Career Totals

DN GPA = 3.785 OSN TOTALS = 42.00 296.00 351.400

**----- Completed Milestones -----**

**By Assessment Requirement Satisfaction Condition**

**Milestone Sample Title**

----- Milestones -----

## APPENDIX D

### Sample Surveys

#### JobReady: Intern Attitudes about Living in Ohio

##### Likert-type items:

(Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree)

- I like the state of Ohio.
- I identify myself as a Buckeye.
- Ohio is a good place for young people like myself.
- Ohio is a good place for children to grow up.
- Ohio is a good place for families.
- Ohio is a good place for single people.
- There are good jobs in my career field in Ohio.
- Ohio offers good recreational and leisure activities.
- Ohio offers good cultural activities.
- The future of Ohio looks bright.

(Scale: Do not feel at home at all, Feel slightly at home, Feel somewhat at home, Feel very much at home)

- To what extent do you feel 'at home' in Ohio?

(Scale: Very weak interest, Slightly weak interest, Undecided/Don't know, Slightly strong interest, Very strong interest)

- What is your interest in living in Ohio immediately after you have graduated from college?
- What is your interest in living in your hometown (the community where you are from) immediately after you have graduated from college?
- What is your interest in living in Ohio 10 years from now?
- What is your interest in living in your hometown 10 years from now?

(Scale: Very pleased to leave, Somewhat pleased to leave, Wouldn't make any difference, Somewhat disappointed, Very disappointed, Don't know)

- Suppose for some reason you are unable to live in Ohio again. How disappointed or pleased would you be to leave?

(Scale: Very unlikely, Somewhat unlikely, Undecided, Somewhat likely, Very likely, Don't know)

- How confident are you that you can find a job in your career field after graduation...
- In Ohio?
- In a neighboring state?
- In another part of the U.S.?
- In the community where you grew up?

##### Open-ended items:

- If you plan to stay in Ohio immediately after graduation, please list up to 3 main reasons why you want to stay.
- If you plan to leave Ohio immediately after graduation, please list up to 3 main reasons why you want to leave.

### **JobReady Evaluation of Education Modules by Interns Post Internship**

#### **Likert-type items:**

(Scale: Strongly Disagree, Disagree, Somewhat Disagree, Neither Agree nor Disagree, Somewhat Agree, Agree, Strongly Agree)

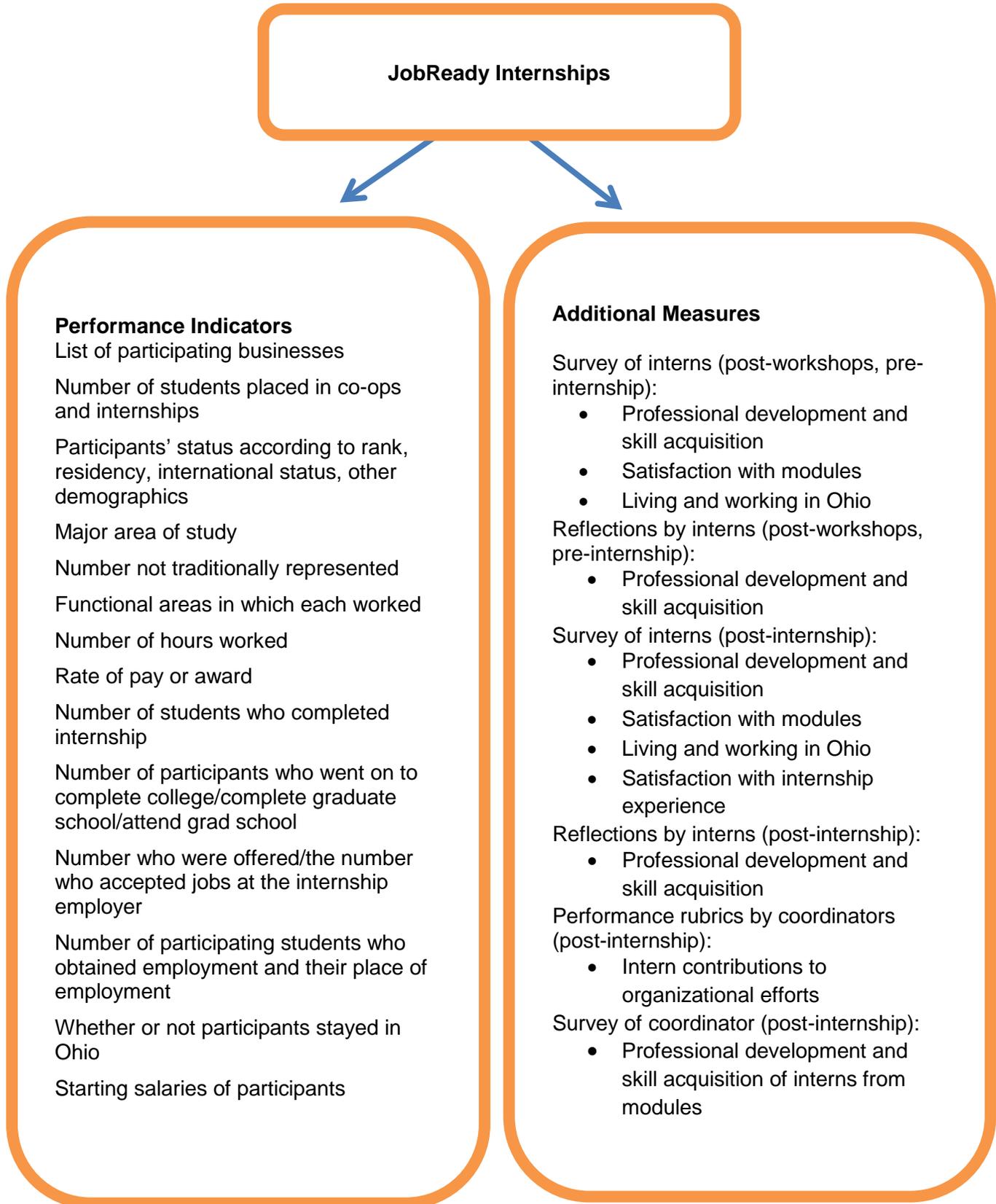
- Completing the JobReady module(s) prepared me for the internship experience.
- Completing the JobReady module(s) gave me confidence regarding the internship.
- The JobReady module(s) contributed to skills that I needed in the internship.
- Completing the JobReady module(s) gave me a chance to practice skills that I needed in the internship.
- The JobReady module(s) contributed to knowledge that I needed in the internship.
- I encountered situations in which I use some of what I learned from the JobReady module(s) during my internship experience.

#### **Open-ended items:**

- In your own words and in three or four sentences, what was helpful or valuable from the JobReady module(s)?
- In your own words and in three or four sentences, what was not helpful or a waste of time from the JobReady module(s)?
- In your own words and in three or four sentences, considering what you have learned from the JobReady module(s), what did you use at the internship site, if anything?

## APPENDIX E

### Components of JobReady Evaluation



## **APPENDIX F**

### Glossary

#### **ATI Agricultural Technical Institute**

This regional campus, located in Wooster, Ohio, is part of The Ohio State University's College of Food, Agricultural, and Environmental Sciences

#### **Buckeye Careers**

"The Buckeye Careers program at Ohio State offers (students) career development assistance, support and resources - from selecting a major to starting a career..."

(<http://careers.osu.edu/students/>)

#### **Buckeye Careers Network (BCN)**

**BCN is an** "online resource to connect Ohio State students with employers for jobs, internships, co-ops, and career opportunities." It provides the university with tools to manage and track employer relationships and student advising and participation.

(<http://careers.osu.edu/students/buckeye-careers-network/>)

#### **Career Development at North Central State College**

This office's mission is "To provide career counseling and job placement services to NC State students, alumni and employers."

(<http://www.ncstatecollege.edu/cms/student-services/career-services.html>)

#### **Career Services at Columbus State Community College**

This office "will assist students with integrating their academic and life experiences with their career goals." (<http://www.csccl.edu/services/careers/>)

#### **Carmen**

The Ohio State University's course management system that currently houses JobReady modules from OMIC1.

(<https://carmen.osu.edu>)

#### **College Central Network (CCN)**

The Ohio State regional campuses currently use this employment portal. Once the BCN (see above) is expanded to the regional campuses, CCN will no longer be used by the regionals.

(<http://www.collegecentral.com>)

#### **Columbus 2020**

This organization "serves as the economic development organization for the 11-county Columbus Region. (Their) Our mission is to generate opportunity and build capacity for economic growth throughout Central Ohio." (<http://www.columbusregion.com/Columbus-2020/About-us.aspx>)

#### **Columbus Region Logistics Council**

Columbus State Community College is a partner in this organization that "serves as the catalyst for the growth of the Region's logistics capability and leads the implementation of a strategic roadmap that will continue to grow this tremendous asset."

(<http://www.columbus.org/chamber/councils/columbus-region-logistics-council/>)

#### **Data Analytics**

"Data analytics is a process of sifting, organizing, and examining vast amounts of information and then drawing conclusions based on that analysis."

(<http://discovery.osu.edu/about/news/what-is-data-analytics.html>) In a partnership with industry, Ohio State has developed a new, inter-disciplinary undergraduate data analytics major.

## **Discovery Themes**

Ohio State's Discovery Themes will "leverage Ohio State's special strengths to address the technological, social, and environmental stresses that define today's global world. As the nation's largest and most comprehensive public university, Ohio State can focus an unmatched breadth of expertise on the issues of Health and Wellness, Energy and Environment, and Food Production and Security." (<http://discovery.osu.edu/about/faq.html>)

## **First-Year Experience (FYE)**

All of our consortium institutions provide a set of experiences to help first-year students transition successfully into their various colleges. This Ohio State University program helps maximize first year students' "academic, co-curricular, and life experiences...so that they will get comfortable (and) connect with the university..." ([http://fye.osu.edu/PDF/fye\\_annual.pdf](http://fye.osu.edu/PDF/fye_annual.pdf))

## **Lean Six Sigma Yellow Belt**

An industry standard, our Six Sigma course is offered by MoreSteam and gives "an overview of Lean Six Sigma concepts and tools. You'll become familiar with the Define-Measure-Analyze-Improve-Control (DMAIC) process and learn and practice a group of basic problem-solving tools. The Yellow Belt body of knowledge includes techniques for both qualitative and quantitative analysis, as well as the team leadership skills necessary to get projects across the goal line." (<https://www.moresteam.com/lean-six-sigma/yellow-belt.cfm>)

## **MoreSteam, Inc.**

A software company, located in Powell, Ohio, that provides eLearning and software tools. Notably, they have partnered with the JobReady team to provide Lean Six Sigma modules at a drastically reduced cost for JobReady students. (<https://www.moresteam.com>)

## **Second-Year Transformational Experience (STEP)**

The Ohio State University created this program "as a continuation of the university's effort to redefine the student experience...A central feature of STEP is giving participants the chance to engage with faculty outside of the classroom in one-on-one meetings as well as in group settings. During their time together, STEP Faculty will help students explore unique, educational-enriching experiences including the following categories: Study Abroad; Internships; Undergraduate Research; Service Learning and Community Service; Leadership; and Artistic and Creative Endeavors" (<http://step.osu.edu>)

## **21<sup>st</sup> Century Century Skills Program**

With funding from the Ohio Board of Regents, Columbus State and the Ohio Skills Bank have partnered to develop a course to teach key workplace skills. (<http://www.csc.edu/workforce/21st-century-skills.shtml>)

## **University Exploration**

Ohio State's "University Exploration (EXP) is designed to assist incoming and current Ohio State students who are undecided on their majors. Approximately twenty percent of the incoming student population each year enrolls through EXP." (<http://exploration.osu.edu/index.aspx>)

## APPENDIX G

### Bios of Key Program Leaders

**Dr. Wayne Carlson** is currently the Vice Provost for Undergraduate Studies and Dean of Undergraduate Education at the Ohio State University. His responsibilities in this position include oversight of undergraduate student support units, including Honors & Scholars, Undergraduate Research, Student Athlete Support Services, University Exploration, Service Learning, and ROTC. He also is responsible for university activities related to Extended Education, Distance Education, and Veteran's Student Services. He is the administrative liaison for undergraduate students in areas regarding curriculum, academic advising, technology enhanced teaching and learning, and outreach.

He is the former Chair of the Department of Industrial, Interior and Visual Communication Design, and preceding that appointment he was Director of The Advanced Center for Computing in the Arts and Design (ACCAD), an interdisciplinary research and academic center at the University specializing in applications of computer graphics and emerging technology in the Arts. He has been on the faculty at OSU since 1988, and is a Professor of Design Technology in the Department of Design, with courtesy appointments in the Departments of Art, Art Education, and Computer Science and Engineering. He has a PhD in Computer Graphics from The Ohio State University (1982), a M.S. in Computer Systems from Ohio State (1975) and a M.S. in Mathematics from Idaho State University (1974).

Dr. Carlson was formerly Vice President of Operations for Cranston/Csuri Productions, a Columbus, Ohio company specializing in special effects for the international television and advertising industries. Responsibilities at CCP included the production and direction of animation, programming of animation toolsets, direction of research and development efforts, scheduling of productions and production personnel, bidding special effects projects, and strategic planning for the company.

His research interests are in the areas of computer animation, geometric modeling, interactive museum installation design, the use of computer graphics and multimedia in education, and visualization. He and his research groups have been funded through NSF, ARPA, the U.S. Department of Education, and several industries and foundations. He is published in the computer graphics literature, and is often invited to give presentations in the area of visual effects. Dr. Carlson is active in faculty committees at OSU, in his community of Grandview Heights, and in his professional organization, ACM-SIGGRAPH, where he has completed terms as Vice Chair and Director.

**Julia Beckner** is a Human Resources and Education professional with 17 years of experience in financial services, technology and education. A majority of her career was with JPMorgan Chase where she held roles in IT Project Management, Training & Development and Recruiting and most recently held the position of Vice President, US Campus Recruiting & Internship Director. She recently made a career shift into higher education and currently holds the position of Internship Director for the Buckeye Careers Program at The Ohio State University. Julia is a magna cum laude graduate of Ohio Dominican University, with a B.S. in Education and is working toward a Masters in Education.

**Dr. Mindy Wright**, Assistant Provost, Ohio State Undergraduate Education and Academic Affairs, is charged with developing strategic relationships with external stakeholders for mutually beneficial academic programs. Her portfolio includes leading Ohio State's dual enrollment partnerships (such as the Metro School), working with campus stakeholders on internship practices, and working with the Board of Regents and representatives from other Ohio public universities on collaborative projects.

**Appendix H: Implementation Schedule**

*Please provide a brief bulleted list of major components of grant activity taking place each term.  
New items each term in **bold***

<b>Term</b>	<b>Grant Activities</b>
Spring 2014	<ul style="list-style-type: none"> <li>Work with employers to set up and post internships for summer 2014-spring 2015</li> <li>Develop online internship forms to collect OMIC2 required performance indicators from employers</li> <li>Recruit, hire and train temporary personnel</li> <li>Market summer 2014 internships to students</li> <li>Design faculty/industry curriculum grant program</li> <li>Activate online enrollment for JobReady education modules</li> <li>Update, revise, and develop complementary education modules</li> <li>Phase 1 BCN Expansion: Assess current state and needs for BCN expansion</li> </ul>
Summer 2014	<ul style="list-style-type: none"> <li><b>Work with alumni associations to build externships/job shadowing</b></li> <li><b>Develop evaluation instruments for externships/job shadowing</b></li> <li><b>Begin employer outreach for regional campuses</b></li> <li><b>Meet with co-curricular units to create messaging to students</b></li> <li><b>Phase 2 BCN Expansion—Pilot expanding BCN to regional campuses</b></li> <li><b>Analyze assessment data from interns and employers to inform program improvement</b></li> <li><b>University-wide interview suite and technology build out begins</b></li> <li>Track summer 2014 internships</li> <li>Activate online enrollment for JobReady education modules</li> <li>Process employer cost shares and student scholarships</li> <li>Work with employers to set up and post internships for summer 2015-spring 2016</li> <li>Market autumn 2014-spring 2015 internships to students</li> </ul>
Fall 2014	<ul style="list-style-type: none"> <li><b>Pilot and evaluated externship and job shadowing</b></li> <li><b>Begin roll-out of student messaging with co-curricular units</b></li> <li><b>Reach out to faculty/staff through messaging and events</b></li> <li><b>Announce faculty/industry curriculum grant program</b></li> <li><b>Phase 3 BCN Expansion: Expansion to all regional campuses</b></li> <li>Track autumn 2014 internships</li> <li>Process employer cost shares and student scholarships</li> <li>Work with employers to set up and post internships for summer 2015-spring 2016</li> <li>Activate online enrollment for JobReady education modules</li> <li>Market autumn 2014-spring 2015 internships to students</li> </ul>
Spring 2015	<ul style="list-style-type: none"> <li><b>Review and revise externship/job shadowing based on evaluation</b></li> <li>Track spring 2015 internships</li> <li>Process employer cost shares and student scholarships</li> <li>Activate online enrollment for JobReady education modules</li> <li>Market summer 2105 internships to students</li> </ul>

Summer 2015	<p><b>Offer externships/jobshadowing</b>  Track summer 2014 internships  Activate online enrollment for JobReady education modules  Process employer cost shares and student scholarships  Work with employers to set up and post internships for summer 2015-spring 2016  Market autumn 2015-spring 2016 internships to students</p>
Fall 2015	<p>Track autumn 2015 internships  Activate online enrollment for JobReady education modules  Process employer cost shares and student scholarships  Market spring 2016 internships to students  Work with employers to set up and post internships for future semesters  Offer externships/jobshadowing</p>
Spring 2016	<p><b>Work with employers to strategize how to build new internships</b>  <b>Report to state and national audiences about best practices for culture change around internships</b>  Continue posting and filing of internship positions  Continue activating online enrollment for JobReady education modules</p>