

Project Coversheet: OMIC 2014-16

Name of Lead Institution (only one)	Stark State College
Project Start Date	April 1, 2014
Interns and/or Co-ops Start Date	May 1, 2014
Primary Contact - Individual must be authorized to sign grant contract and legally responsible as representative.	Para M. Jones, Ph.D. President 6200 Frank Avenue NW, Suite S-202 North Canton, OH 44720-7299 (330) 494-6170, ext 4204 pjones@starkstate.edu
President/CEO Name	Para M. Jones, Ph.D.
Project Director/s	Kristin C. Hannon, MBA, PHR Director of Career Development 6200 Frank Avenue NW, Suite S-101 North Canton, OH 44720-7299 (330) 494-6170, ext. 4271 khannon@starkstate.edu
Are any of the applicants represented by a member of the Advisory Committee? See list at https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omic/2013-14_CEIA.pdf	N/A
1) Certification by Authorized Official:	
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: Para M. Jones, Ph.D. - President	
Date:	
2) Administering Entity:	
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3) Business Partners (please submit separate information for each partner)	
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Company Name:	Miller Weldmaster
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Contact Person:	Michael Petrik
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4) Educational Partners (please submit separate information for each partner)	
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5) Other Partners (please submit separate information for each partner)	
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Contact Person:	David Kaminski

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Institution Name:	Jackson-Belden Chamber of Commerce
Contact Person:	Steve Meeks
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Institution Name:	North Canton Area Chamber of Commerce
Contact Person:	Doug Lane
Title:	President
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Institution Name:	MAGNET
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Institution Name:	NorTech
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Institution Name:	Team Northeast Ohio (Team NEO)
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Program Snapshot	
JobsOhio key industry/ies – please list	Advanced Manufacturing, Energy, Aerospace & Aviation, and Polymers and Chemicals
JobsOhio region	Cleveland + (Northeast Region)
Amount of state money requested	\$637,674
Required match money committed (100% undergrad & 150% grad programs)	\$637,674
Total state money requested divided by number of co-ops or internships created (in whole dollars)	\$6,642
Total match money obtained divided by number of co-ops/internships created (in whole dollars)	\$6,642
Total money (state plus match) divided by number of co-ops/internships created (in whole dollars)	\$13,284
Number of business partners	13
Number of education partners	1
Number of other partners	7

<i>Add numeric value to each field below</i>									
	TOTAL	Wages	Scholarships	Both wages & scholarships	For credit	Not for credit	Required	Optional	Transcripted (all)
Internships created (proposed)	100	234,130	150,000	384,130	50	50	50	50	100
Co-ops created (proposed)	0	0	0	0	0	0	0	0	0
TOTALS	100	234,130	150,000	384,130	50	50	50	50	100

Abstract

Stark State College is committed to creating an environment which partners academia, industry, and organizations to provide opportunities for students to gain valuable learning experience as well as develop talent investors of our local businesses. Through the Ohio Means Internships and Co-ops grant, Stark State would have the opportunity to invest in our students and be active participants in local economic development and regional growth. Work-based learning is a vital part of student learning and helps meet employer needs for a talent pipeline. Our goal with this grant is to create lasting partnerships which benefit all parties involved. To the end, we are requesting \$637,674 for the 2014-2016 Ohio Means Internships and Co-ops grant.

For this grant, Stark State College is partnering with 13 business partners, 1 education partner, and 7 area leaders such as MagNet; Team NEO; NorTech; the Stark Development Board; and North Canton, Canton, and Jackson-Belden Chambers of Commerce to build a solid network of collaborative efforts to meet the needs of industry and education. Through meetings of our Internship Advisory Council, workshops, presentations, and professional events, we hope to connect with more business partners who have a need for trained, skilled, and talented students to meet their company's needs. Students will benefit as well in the form of work-based learning experiences allowing them to gain valuable knowledge of industry expectations, professionalism, and training requirements. The collaboration between Stark State College, regional organizations, and businesses will provide a foundation from which to build a sustainable and synergistic partnership that can continue to grow and thrive beyond the grant timeframe.

During the grant period, Stark State College will also invest in student growth and development. Students who successfully complete internships will be awarded with scholarships for their effort. These scholarships will support students in their studies and in taking additional work-based learning opportunities for transcribed credit. Through the implementation of the Intern Ambassadors program, students serving as ambassadors will be provided with additional professional growth and development opportunities and will serve a vital role in promoting the valuable benefits and rewards of experiential opportunities. The Intern Ambassadors, along with a strategic and energetic marketing campaign, will work to broaden the message about the opportunities available to students. These efforts will help sustain the internship program at the college level.

Project Description

Public-Private Partnerships

Stark State College's vision is to be a leader in higher education and a catalyst for economic growth and community prosperity. The College plays a vital role in regional business development through its strong tradition of providing industry-relevant educational and training to residents and employers. To align its education programs with the needs of area employers, the College operates an extensive Advisory Committee system that engages over 300 individuals representing 170 companies in northeast Ohio. By engaging area industry in curriculum development, the College ensures that programs incorporate the latest skillset and proficiencies, creating highly skilled, high-value workforce and employment pathways for students.

College community and business partnerships also provide vital resources for area industry, both small and large. In 2011, Stark State opened its Business and Entrepreneurship Center to support small start-ups and entrepreneurial endeavors. The Center represents an education business collaborative that combines all of the resources small companies need with the added value of Stark State faculty and students assisting with the development of business plans, market research, web sites and other business support services. The 47,700-square-foot Business and Entrepreneurship Center houses more than 30 degree and certificate programs, along with a business incubator program that can provide office space and services for 14 entrepreneurs and/or small businesses. Current private sector partners in the Center include Tesla Nanocoatings, MusicBoxx, ISWW and Beverage Bobber. Several of the products developed by these companies are patented and made entirely in the U.S.

The College also houses several global industry partners that utilize on-campus facilities to conduct research, development and commercialization activities. Two notable on-campus partnerships currently exist with LG Fuel Cell Systems, Inc. and The Timken Company. From an industry perspective, these relationships support the previously mentioned business development activities to advance fuel cells, wind energy and large-scale bearing product development, and fuel economic development in northeast Ohio; and attract new industries and jobs to Stark County. From an institutional perspective, these relationships afford College faculty and students with a chance to participate in applied research, internships and other work-based learning opportunities in key existing and emerging industries. A more comprehensive list of the College's public-private partnerships is included in this proposal under ***Appendix D1***.

To support area industry and galvanize the education-to-employment pathway, the College offers comprehensive, centralized career development support to students and alumni. The Career Development department was established using a dynamic model that orchestrates job search skills and internships, and is staffed by a Director, Career Development Specialist and Internship Coordinator. Between 2008 and 2012, the department served over 18,000 students. The number of employers/recruiters/hiring managers currently registered with the College for internships and job placement is 3,519. Between 2008 and 2013, these stakeholders posted 1,033 jobs opportunities for students in STEM-related and other fields. Between 2011 and 2013, approximately 307 students found employment or internships with area companies. During that same period, approximately 450 college alumni have become registered members of the College's Alumni Network, providing mentoring and job placement opportunities for Stark State students.

Program and Curriculum Development

As previously stated, the College operates an extensive Advisory Committee system that allows academic departments to engage industry in the development and review of curriculum. During these exchanges with industry partners, the request for interns and offers of internship opportunities has been consistent. Because the College firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application leading to expansion and refinement of knowledge-based skills, increased efforts to development internships as a stand-alone component or as an elective in program curriculum have been adopted where appropriate. It is our hope that the creation and enhancement of meaningful relationships - and sustainable linkages between the College, its faculty and Ohio businesses - will serve to promote the expansion of internships in strategic education programs. Outcomes provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention and employment of college graduates in Ohio.

Through this project, led by the College's Director of Career Development and Internship Coordinator (***See Appendices D2 and D3***), the College will develop a set of policies and implementation, management, tracking and information exchange practices to enhance internships at the College. The policies will provide guidance for faculty, students and industry engaging in work-based learning activities. An Internship Advisory Committee will be established to work collaboratively with the project team to develop policies and procedures that incorporate sound business practices, promote efficiencies, and exchange information about industry standards and practices. The committee will be comprised of faculty representatives from academic divisions that offer programs aligned with key JobsOhio areas; members of local Chambers of Commerce; members of local and regional higher education and business development organizations; and project team members including the Project Director and other members of the Career Development staff. The committee will address curriculum development, internship/co-op agreement components, industry outreach strategies, faculty engagement strategies and event planning, and other activities as appropriate.

Seminars and workshops will also be implemented to train faculty and staff on operational procedures, promote faculty and staff development, and disseminate information about the benefits of internships and co-ops for students. Certain programs may have characteristics or foci which more readily support industry needs. This is important for faculty to consider when incorporating the internship/co-op component into their programs. For this reason, additional training will be provided to educate faculty on how to evaluate work-based learning opportunities for inclusion in the internship/co-op program and to share selection criteria when adopting this component into their curriculum.

In its simplest form, the project will require the team to work with individual academic areas, within strategic STEM programs, and secure commitments from faculty to incorporate the internship into their curriculum. This activity will be undertaken across all four continuous Fall and Spring semesters of the project, and beyond, to maximize the inclusion of work-based learning opportunities into the curriculum. Contractual agreements will be developed by the project team to establish binding guidelines for faculty and students.

Internships and the Regional Economy

Stark State College has well-established relationships with TEAMNEO and MAGNET, the Stark Development Board and the Area-6 Workforce Investment Board. Currently, Stark State is engaged in a regional effort with TeamNEO, MAGNET, NASA Glenn Research Center, WIRENET, the University of Akron and Case Western Reserve University to promote regional, national and foreign investment and industry attraction for advanced materials manufacturing in the advanced energy, biomedical and automotive market segments to enable expanded operations, new jobs, and re-shored products. The team is assessing cluster growth opportunities and needs, prioritizing market segments, and identifying key businesses as part of its Phase I activities. To select the companies, the project team is reviewing the types of products, growth potential, size of company/market, accessibility of markets and export potential. Based on this data, the project team is developing an inventory of coordinated services supporting the growth of these key industrial partners/sectors in northeast Ohio. Services discussed as potential offerings of the project include, but are not limited to, strategic brokering, talent planning, global innovation planning, industry networking, market intelligence assistance, and assessment tool development to identify supplier needs and capabilities in the region.

More locally, the College is working in collaboration with the Stark Development Board, Innovation Forward LLC, TechGROWTH Ohio and Jumpstart, Inc., to support economic development in the Ohio shale play region by establishing a regional Angel Fund. The Impact Angel Fund (IAF) is a pre-seed venture capital fund targeting early-stage technology-based companies to assist them in accelerating their business growth. The purpose of the Fund is to promote economic growth by grooming companies for investment and provide public-private seed funds to innovative entrepreneurs in the imagining, incubating and early demonstration phases of product development toward commercialization. The IAF was established with the long-term strategy of attracting \$20 million in co-investment and follow-on investment; creating 100 to 150 for-profit jobs at two times the average pay for the region; obtaining \$1 million to \$2.5 million in loans and \$1 million in Federal grant funding; and generate \$15 million in incremental revenue. Talent planning and intern engagement to support these fledgling companies will be key to ensuring long-term viability, success and return on investment (ROI).

In addition to the two above-referenced regional and local collaborations with NGOs, businesses and stakeholders, Stark State College has developed several key public-private partnerships with regional industry. A more detailed list of these is provided in ***Attachment D1*** that further examples our ties to the business sector.

Through this internship project, Stark State College will strengthen these partnerships and promote inclusion of an internship/co-op component into the business attraction and support model presented by other organizations in northeast Ohio. In terms of the incumbent industries located in northeast Ohio, the project team will work collaboratively with strategic program-specific Advisory Committees and faculty to increase the number of internship opportunities for students at Stark State College. Lastly, the team will consult with our Area-6 WIA/WIB to collect and analyze relevant Ohio data, and assess priority business areas for development.

Assessment, Improvement and Learning Outcomes

In addition to the project team meetings each semester and the Advisory Committee semi-annual meetings, Stark State will use a variety of data sets tracked through Career Development as part of its business operations, and through the college as part of its student

enrollment and retention tracking mechanisms, to measure the success of the project. The purpose of the criteria established to assess and improve the internship program at Stark State College will be to measure the engagement, retention, employment and other impacts the program has on students and faculty; the implications of work-based learning as a tool in the two-year college environment; and the effectiveness of the model developed by the project team and the Internship Advisory Committee.

To measure the engagement, retention, employment and other impacts of the project on students and faculty, the project team will examine, track, report, and disseminate information about the percentage of education programs incorporating internships, and students participating in the program, against the total number of education programs at Stark State. Our goal for internship integration into education programs is to achieve a 50 percent increase in curriculum-embedded internship opportunities by the end of the project period. Data collected will also be used to determine student participation levels and value-add realized by those students. Data such as the number of opportunity postings, number of times opportunities have been viewed by students, number of actual applicants, and number of students selected and hired by employers will be collected and reported as quantitative indicators.

Information collected on “elective” internship options, as part of the College’s involvement with Completion by Design, will also be utilized to assess and impact the number of embedded internships included in strategic industry-relevant curriculum at Stark State. Survey products will also be included as part of the internship exit procedure to query qualitative input on the program and experience from students and employers. Additionally, a survey will be developed for faculty who offer internship-embedded options to allow the project team to solicit information about program implementation, improvements and suggested corrective action to assist the project team in determining areas for improvement or additional programs for consideration. Finally, student, employer and faculty surveys will be developed and included as part of the ongoing assessment of community outreach meetings, events, workshops and other activities implemented as part of the proposed project. Surveys conducted as part of outreach, seminar, job fair and other events will be used to assess their impact on internship/employment opportunities, willingness of faculty to incorporate work-based learning activities in their curriculum, value-add of the College’s students and programs vis-à-vis the needs of area employers, etc...

Lastly, the project team will use institutional software (i.e. MAPs, Banner, DegreeWorks) to track retention and completion rates for a random sample cohort of both students who participate in internships and a comparison cohort enrolled in the same programs who do not engage in internships. Findings from these analyses will be reported as aggregate data by the project team.

Integration of Work-Based Learning Opportunities

Stark State College participates in Completion by Design (CbD), a program sponsored by the Bill and Melinda Gates Foundation. CbD incorporates work-based learning to impact the integration of opportunities at participating Colleges. As part of our involvement in CbD, the College established a team to discuss the implementation of a college-wide internship program. This team was tasked to first determine what constitutes work-based learning and the current status of work-based learning at the College. This first phase of review is almost complete. Most notable has been the number of credit hours required to complete a program of study. Currently, Ohio two-year colleges are being tasked by the State to reduce the number of credits required for degree completion to no more than 60 credit hours. While it may seem that the

objectives of OMIC and the State mandate are in conflict, their concurrent timing is beneficial to the larger discussion.

Using the CbD findings, the project team will educate the faculty and solicit buy-in on the implementation of work-based learning opportunities. To achieve internship integration into revised curriculum, the team will host a series of faculty workshops promoting understanding about the important role they play in helping students reach their education-to-employment goals. It is anticipated that 2-to-4 workshops will be held each academic year. Initial workshops will introduce the concept of work-based learning, its value-add in promoting degree completion and its capacity for increasing the number of graduates who find employment in their field of study; measurable impacts that support the College's Strategic Plan. The workshops will feature national presenters discussing successful strategies for the implementation of work-based learning. Later workshops will "refresh" participants on what was learned in the initial sessions and add opportunities for faculty to share their best practices for integrating work-based learning into their programs. While the focus of the project will be to implement paid internship opportunities that can be placed on a student's transcript in some way, there will also be discussion about the benefits of contextualization and class assignments related to students' career goals.

Finally, to promote the integration of work-based learning, the team will establish a College Internship Council comprised of faculty and Student Services and Enrollment Management Division representatives, particularly those in Advising. The mission of the council will be institutionalization of work-based education. The Council will identify and create diverse, comprehensive internship programming and increase student awareness about the importance of career development before graduation. As is the case with most student services, student participation increases as faculty buy-in and support increases. The Council will help to drive consistency in the program and educate the faculty and students on these valuable opportunities. The industry agencies and organizations engaged as part of the larger Internship Advisory Committee will complement the work of the Internship Council and further enhance the College's ability to institutionalize and expand its internship offerings. An organizational flow chart is provided in **Appendix D4** that shows how the College will work with these partners to achieve project outcomes.

Supporting the Project Beyond the Grant Period

Stark State College will use a three-pronged approach to promote internship program sustainability. To encourage long-term viability of the program, the team will incorporate the following three factors in the design and implementation plan to ensure sustainability beyond the grant funding period.

Systemic Sustainability: The program will promote two-year college faculty and student linkages to upgrade their skillsets with local employers. Likewise, the project will stimulate vertical linkages at the State level with integration of the College's work-based learning opportunities into the Ohio Means Internships website, and workshops to stay current in policy, training, curriculum developments and trends. Because the Career Development office is an integral component of the College's Strategic Plan, it includes a full complement of staff to support a variety of student career needs and internships. College support of these services is anticipated to continue beyond the grant period. Funding to support the career services and staff positions associated with the office will be sustained through funds the College receives from the local funds. The estimated median value of this support is approximately \$220,141 per year for salary and wages. This amount does not include the costs associated with fringes which can

increase the cost by a minimum of \$16,000 per year, per person. Estimates of salary and wage costs supported by the College during the three years following the end of the project period are shown below. They include a two percent growth rate.

Career Development Office – Salary and Wage In-Kind Support			
<i>Position Description</i>	<i>Year Three</i>	<i>Year Four</i>	<i>Year Five</i>
Director of Career Development	\$98,000	\$99,960	\$101,959
Internship Coordinator	\$61,000	\$62,220	\$63,464
Career Development Specialist	\$56,815	\$57,951	\$59,110
Subtotal	\$215,815	\$220,141	\$224,533

Fiscal Sustainability: The sustainability of the project will largely rely on the additional work-based learning opportunities generated through increased relationships with area business and industry. The project team will work collaboratively with business and industry partners and business attraction organizations to cultivate and secure additional resources and promote internship activities for Stark State College students. Thus, future funding for student intern salaries and wages is estimated to generate approximately \$294,000 per year from business and industry during years 3 through 5 of the project.

Internship Salary and Wage Projections*				
	<i>Annual # of Internships</i>	<i>Average # of Weeks at 20 hrs./wk.</i>	<i>Median Wage</i>	<i>Annual Total</i>
<i>Year Three</i>	55	16	\$15.00	\$264,000
<i>Year Four</i>	60	16	\$15.30	\$293,760
<i>Year Five</i>	66	16	\$15.60	\$329,472
Total	181	16	\$15.30	\$887,232

*Annual internship is valued by multiplying the Median Wage by 320 hours then multiplying that sum by the number of internships (e.g. (\$14.50 x 320) x16).

Replicability: Stark State College will use established and tested models for industry coordination, faculty and student training, and other methodologies that are practiced by successful programs at education institutions nationwide. It is the Project Team’s intent to maintain contact with, and continuously learn from, the collective experiences of other institutions through forums such as the national Cooperative Education and Internship Association and the Ohio Two-Year College Career Services Association.

Assessments to Improve Learning Outcomes for Students, Businesses and the Program

Stark State College is committed to a process of continuous improvement driven by outcomes assessment. To that end, the College uses a broad variety of institutional data collection mechanisms (i.e. Banner, MAPs, DegreeWorks, Argos) that will be used to monitor and report on students’ academic progress and status throughout the project period. In addition to institutional mechanisms, the Career Development office uses College Central Network, a Customer Relations Management system, for tracking and reporting employer connections and student positions. In addition to these tracking mechanisms, Stark State is responsible for monitoring progress toward completion of the goals and objectives outlined in our Completion by Design project which includes assessment cycles and feedback mechanisms.

The project team will review data collected through the above-referenced sources, and previously mentioned survey products, on a quarterly basis to determine its success in

achieving the outcomes and activities that are described in this proposal. The evaluation of the data will be both qualitative and quantitative in nature. After reviewing data on a quarterly basis, the project team will discuss the data, related findings, and suggestions made for continuously improving the overall project and its deliverables.

On an annual basis, the project team will conduct a retrospective review of the project achievements toward its goals and objectives. This assessment will include a review of project records (those related to outcomes), meeting agendas and minutes; meetings and interviews with participating faculty; and meetings and interviews with participating students. In addition, a project team representative will meet with a random sample of the Internship Advisory Committee members to discuss the project, including their input into the curriculum development and work-based learning processes. During these interviews, the project team will gather qualitative information regarding the program, the new program-embedded work-based learning opportunities and the overall satisfaction of stakeholders with the project (customers defined as students, participating faculty and employers).

The resulting information from these assessment processes will culminate in a written report which will be provided to the Ohio Board of Regents and senior management of the College. The report will also be discussed with those parties and, if deficiencies in performance are noted in the report, the team will develop a corrective action plan with action steps and timelines to rectify the deficiencies. The corrective action plan will then be reviewed on a monthly basis until such time as the project is “back on track” in terms of overall performance.

In summary, the project evaluation is aimed at offering indications of relevance, efficacy, efficiency, impact, participation and sustainability of the action. A more detailed plan of action for assessment formative and summative data, ongoing monitoring and improvement is provided in **Appendix D6** of this proposal.

Program Support Through Infrastructure, Advising and Data Management

Stark State College recognizes the need to engage additional staff in the mission of developing a robust work-based learning program. The purpose of engaging other members of the College’s staff will be to provide a cohesive, personalized and proactive approach to better serve the divisions. By embedding work-based learning, not only in the academic areas but in student support services, the project team will promote increased knowledge and understanding about work-based learning and enhance the relationship between student support services, faculty, and employers. This dynamic will also encourage more specialized attention be given to the divisions and strengthen ties to students to help connect them to open positions. This robust outreach and connection approach will help keep the internship programs sustained and active.

With regard to student advising and work-based learning, a shift in culture and language is being introduced at the College. The catalyst for these changes is the College’s development of a Student Services One-Stop model. The new model encourages advising services for and tracking of students throughout their tenure at Stark State, from the first point of registration to career exploration, and introduces students to work-based learning opportunities as part of course scheduling and academic planning. These efforts promote early and continuous career advising and are supported by the College administration and the Completion by Design program. Using this model, the team will work to foster a culture of work-based learning with expectations that it will enhance student retention and completion at Stark State.

The process of coordinating data management efforts is a priority for Stark State College. With the addition of a new Director of Workforce Development, which will complement and promote the area of career development, the implementation of a contact management system is planned. The electronic contact management system will allow multiple users from a variety of divisions, functional areas, offices across the college and satellite campuses to access and manipulate information regarding business partner contacts and status. Appropriate and timely sharing of this information will allow the College community to form stronger relationships with industry partners.

As required by federal regulations, the IRB at Stark State College requires research investigators to retain any data collected during the course of a project for a minimum of three years after the study officially expires. The data will be made accessible in aggregate reports once the results have been analyzed. The project team will store data beyond the three-year requirement upon expiration of the project for a period of at least five years. After five years has passed, any additional length of time for storing the data will be determined by the project team. All research data will be stored in the Career Development Office or on a secure college network drive. All data will be confidentially stored on computer hard drives and file cabinets that are locked and secured and which only the project team has access to use.

Developing and Sustaining Faculty Engagement

Through this proposed OMIC project, Stark State College will increase faculty engagement and inclusion of work-based learning opportunities, where appropriate, through improved and targeted training, events, workshops and inclusion on the Internship Advisory Committee. Faculty will be invited to serve as active participants in the development and implementation of work-based learning initiatives. A needs assessment will be conducted to determine what areas in which the faculty feel they need increased training and information, and a faculty advising workshop program will be developed to address these needs. In the initial start-up period, the project team will cover important topics to address known information gaps that could impede the desired project outcomes. Topics to be discussed will include services available for students, career development and pathways training, advising strategies, fostering hope in students, academic interventions, assisting students experiencing difficulty, evaluating work-based learning, etc. These trainings will be interactive and include opportunities for feedback and questions. Faculty will be provided outside-of-contract compensation for their participation in the training workshop series if they're provided on non-contract days.

Faculty representatives from academic divisions that offer programs aligned with the key JobsOhio areas will be appointed by the Provost to serve on the Internship Advisory Committee. These faculty representatives will serve as the liaison for their respective division and work with industry partners and other faculty within their academic unit. Issues such as intern preparedness, industry outreach, event planning, training opportunities and community involvement will be addressed. Creating a culture of work-based learning expectations among faculty will help to make the internship program sustainable and a critical component of the College experience at Stark State. Increased training and participation in the Internship Advisory Committee will promote continued faculty engagement in the program.

Through strategic faculty-focused activities, the project team will provide support for faculty development and the expansion of three areas of concentration: embedded work-based learning opportunities, industry and business partnership building, and student career success. By focusing on these three elements, the project team seeks to:

- Raise student awareness of northeast Ohio regional career pathways through career exploration activities and training about the Ohio Means Jobs website;
- Provide information about faculty and student Career Development training opportunities;
- Raise awareness of Career Development events that promote faculty and student interactions with employer partners;
- Raise awareness about Stark State College's degree programs that include work-based learning opportunities;
- Provide training to College faculty on work-based learning best practices;
- Update relevant curriculum to include best practices for work-based learning, industrial/business engagement, and the promotion of student career success;
- Provide opportunities for College faculty externships and professional development with business partners to enhance curriculum and promote student engagement in work-based learning.

The previously discussed survey products will be used to assess the impacts of training, workshops and event activities toward achievement of the above-referenced objectives. Information related to the implementation of events and achievement of the objectives will be included as part of reporting activities and utilized to modify activities as appropriate.

Sustaining Capacities in Job Development and Business Participation

The Career Development Office will work with established academic Advisory Committees and faculty-employer relationships to develop new internships for the College's students. Within the community college system, many adjunct instructors are employed in their field and/or have continued to maintain connections in those fields. These relationships can lead to meaningful internship opportunities. As is the current practice, faculty direct these opportunities to the Internship Coordinator who makes contact with the employer to discuss the opportunities and expectations.

The Career Development Office also has its own Advisory Committee. While the academic Advisory Committees tend to be comprised of practitioners in the field, the Career Development Advisory Committee mainly consists of Human Resources professionals from a broad range of industry sectors. This layered approach is helpful when dealing with large multi-division companies. While a business representative sitting on an academic Advisory Committee may have detailed information about their function, the Human Resources person has a thorough understanding of the company as it relates to all employees.

A new avenue for job development and business participation will be the Director of Workforce Development. This person will be responsible for maintaining and strengthening existing relationships, and cultivating new ones with business, industry, and community organizations with a focus on regional awareness and workforce needs. The new Director will also work collaboratively with the Career Development Office to develop an internship program that strategically addresses the workforce needs of businesses and provides students with on-the-job training and long-term employment prospects. Stark State College currently excels in the area of business partnerships, but having this position will help to extend the outreach that we have achieved to this point.

One of the value-add activities of the new Director will be implementation of the previously mentioned institutional public/private partner contact management system. Currently, each division has its own mechanism for collecting and storing this information; a centralized system

will create efficiencies in the maintenance and tracking of business contacts. A system allowing multiple levels of access would be optimal. The implementation of such a system will create a centralized control point and allow important business partner information to be continually updated. Making the best use of data in order to strengthen the project is a key goal of OMIC. The colleges and universities that participate must be able to achieve this for more effective program delivery and complete documentation that benefits the organization and participants alike.

Additionally, Stark State will also continue to work with NOCHE to facilitate Return on Internship (ROI) workshops to educate the business community on the benefits of internships. Our partnerships with the Stark Development Board, TeamNEO and the local chambers will also be utilized to increase awareness within the business community of how they can be talent investors and build a talent pipeline for their organization. Information about assessment of the business participation generated through these relationships, activities and the project design are detailed in the Assessment section of this proposal located on **Page 7** and **Appendix D6** of this proposal.

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Appendix A - Budget

Stark State College - OMIC Budget 2014-16								
Activity	Total	Regents Funds	Business Funds*	Applicant Funds	Education Partner Funds*	Name of Education Partners	Other Partner Funds*	Name of Other Partners
Personnel	\$150,098	\$106,059	\$0	\$0	\$25,350	NOCHE	\$18,689	Nortech, SDB, TeamNEO
Supplies	\$57,400	\$21,250	\$34,900	\$0	\$1,250	NOCHE	\$0	
Purchased Services	\$945	\$0	\$0	\$0	\$0		\$945	Nortech, SDB, TeamNEO
Travel	\$22,930	\$19,280	\$2,650	\$0	\$1,000	NOCHE	\$0	
Scholarships	\$150,000	\$150,000	\$0	\$0	\$0		\$0	
Employer Salaries	\$489,201	\$255,071	\$234,130	\$0	\$0		\$0	
Other Employer Contributions	\$313,310	\$0	\$313,310	\$0	\$0		\$0	
Other (Describe)	\$40,450	\$35,000	\$3,050	\$0	\$2,400	NOCHE	\$0	
Subtotal	\$1,224,334	\$586,660	\$588,040	\$0	\$30,000		\$19,634	
Indirect Costs 8% or less	\$51,014							
TOTAL	\$1,275,348							

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

Appendix A - Budget

BUDGET JUSTIFICATION - OMIC 2014-16										Year 1	Year 2	Year 1	Year 2	Subtotal	Subtotal				
ORGANIZATION										PROPOSED	PROPOSED	PROPOSED	PROPOSED	PROPOSED	PROPOSED				
Stark State College																			
PRINCIPAL INVESTIGATOR/PROJECT DIRECTOR																			
Kerlin Hamon, Director of Career Development																			
A. SENIOR PERSONNEL: PI/PI and Partner Salary&Wage																			
(Mentoring, Meeting & Event Participation, Etc... of Sr. Personnel)																			
									% of Time										
										CAL	ACAD	SUMR	Requested By Partner	Requested By Partner	In-Kind Partner Funds	In-Kind Partner Funds	REQUESTED	MATCH CASH-IN-KIND	
1.	427 Design	Salary: \$ 42,000	20%	20%	14%	6%	\$ -	\$ -	8,400	\$ 8,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 16,800
2.	Abbot Electric	Salary: \$ 104,000	20%	20%	14%	6%	\$ -	\$ -	20,800	\$ 20,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 41,600
3.	ACT II	Salary: \$ 87,500	20%	20%	14%	6%	\$ -	\$ -	17,500	\$ 17,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,000
4.	GMOR	Salary: \$ 32,500	20%	20%	14%	6%	\$ -	\$ -	6,500	\$ 6,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,000
5.	Diebold	Salary: \$ 60,000	20%	20%	14%	6%	\$ -	\$ -	12,000	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24,000
6.	Hammonree & Assoc.	Salary: \$ 82,275	20%	20%	14%	6%	\$ -	\$ -	16,455	\$ 16,455	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 32,910
7.	Hilscher-Clarke	Salary: \$ 80,000	20%	20%	14%	6%	\$ -	\$ -	16,000	\$ 16,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 32,000
8.	Lindsey Precast	Salary: \$ 47,500	20%	20%	14%	6%	\$ -	\$ -	9,500	\$ 9,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,000
9.	Miller Weldmaster	Salary: \$ 60,000	20%	20%	14%	6%	\$ -	\$ -	12,000	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24,000
10.	Technology Management	Salary: \$ 87,500	20%	20%	14%	6%	\$ -	\$ -	17,500	\$ 17,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,000
11.	Willburt	Salary: \$ 100,000	20%	20%	14%	6%	\$ -	\$ -	20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 40,000
12.	NOCHE	Salary: \$ 63,375	20%	20%	14%	6%	\$ -	\$ -	12,675	\$ 12,675	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,350
17.	NotTech	Salary: \$ 178,447	1%	1%	1%	1%	\$ -	\$ -	1,784	\$ 1,784	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,568
18.	Ashley Sparks	Salary: \$ 46,860	2%	2%	2%	2%	\$ -	\$ -	918	\$ 918	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,836
20.	Stark Development Board	Salary: \$ 80,000	2%	2%	2%	2%	\$ -	\$ -	1,600	\$ 1,600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,200
21.	Alan Edie	Salary: \$ 80,000	2%	2%	2%	2%	\$ -	\$ -	1,600	\$ 1,600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,200
22.	TeamNEO	Salary: \$ 197,000	2%	2%	2%	2%	\$ -	\$ -	3,940	\$ 3,940	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,880
23.	Jay Foran	Salary: \$ 197,000	2%	2%	2%	2%	\$ -	\$ -	3,940	\$ 3,940	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,880
SUBTOTAL SENIOR PERSONNEL (A)										\$ 12,875	\$ 12,875	\$ 177,573	\$ 177,861	\$ 25,350	\$ 25,350				
B. OTHER PERSONNEL (SHOW NUMBERS IN BRACKETS)																			
2. (25) OTHER PROFESSIONALS (Faculty Stipends 25 @ \$500 per year)										\$ 12,500	\$ 12,500	\$ -	\$ -	\$ -	\$ -				
3. (2) GRADUATE STUDENTS/AMERICORPS SCHOLAR										\$ 17,500	\$ 17,500	\$ -	\$ -	\$ -	\$ -				
4. (10) STUDENT AMBASSADORS - per year										\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -				
5. (1) OTHER - Career Development Intern (per year)										\$ 5,355	\$ 5,354	\$ -	\$ -	\$ -	\$ -				
7. SUBTOTAL OTHER PERSONNEL (B)										\$ 40,355	\$ 40,354	\$ -	\$ -	\$ -	\$ -				
C. TOTAL SALARIES AND WAGES (A+B)										\$ 53,030	\$ 53,029	\$ 177,573	\$ 177,861	\$ 106,059	\$ 106,059				
FRINGE BENEFITS (IF CHARGED AS DIRECT COSTS)																			
SENIOR PERSONNEL (A)																			
Nortech																			
	Jeff Brancato	Salary: \$ 178,447		0.1842			\$ -	\$ -	328	\$ 328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 656
	Ashley Sparks	Salary: \$ 468,960		0.3181			\$ -	\$ -	292	\$ 292	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 584
	Stark Development Board						\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Alan Edie	Salary: \$ 80,000		0.21			\$ -	\$ -	320	\$ 320	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 640
SUBTOTAL FRINGES (B)										\$ -	\$ -	\$ 941	\$ 974	\$ -	\$ -				
TOTAL SALARIES, WAGES AND FRINGE BENEFITS (A+B)										\$ 53,030	\$ 53,029	\$ 178,514	\$ 178,835	\$ 106,059	\$ 106,059				
D. TRAVEL																			
1. Advisory Committee Meetings, Events, Business Partner Internship Development										\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -				
Stark State College																			
	427 Design						\$ -	\$ -	100	\$ 100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200
	Abbot Electric						\$ -	\$ -	375	\$ 375	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 750
	Hammonree & Assoc						\$ -	\$ -	500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
	Hilscher-Clarke						\$ -	\$ -	100	\$ 100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200
	Willburt						\$ -	\$ -	250	\$ 250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500
	NOCHE						\$ -	\$ -	500	\$ 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,000
	Stark Development Board						\$ -	\$ -	170	\$ 170	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 340
	TeamNEO						\$ -	\$ -	300	\$ 300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 600
	2. Conference Travel and Fees (Stark State College)						\$ -	\$ -	4,140	\$ 4,140	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,280
TOTAL TRAVEL										\$ 9,640	\$ 9,640	\$ 2,295	\$ 2,300	\$ 8,280	\$ 8,280				
E. PARTICIPANT SUPPORT COSTS																			
1. WAGES FOR INTERNSHIPS																			
	427 Design						\$ 10,800	\$ 10,800	\$ 10,800	\$ 10,800	\$ 10,800	\$ 10,800	\$ 21,600	\$ 21,600					
	Abbot Electric						\$ 6,400	\$ 6,400	\$ 6,400	\$ 6,400	\$ 6,400	\$ 6,400	\$ 12,800	\$ 12,800					
	ABST Materials						\$ 6,300	\$ 6,300	\$ 6,300	\$ 6,300	\$ 6,300	\$ 6,300	\$ 12,600	\$ 12,600					
	ACT II						\$ 25,200	\$ 25,200	\$ 25,200	\$ 25,200	\$ 25,200	\$ 25,200	\$ 50,400	\$ 50,400					
	GMOR						\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 15,680	\$ 15,680					
	Diebold						\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 7,840	\$ 15,680	\$ 15,680					
	Hammonree & Assoc						\$ 8,400	\$ 8,400	\$ 8,400	\$ 8,400	\$ 8,400	\$ 8,400	\$ 16,800	\$ 16,800					

BUDGET JUSTIFICATION - OMIC 2014-16

ORGANIZATION	Year 1	Year 2	Year 1	Year 2	Subtotal	Subtotal
Stark State College						
Hischer-Clarke	6,720	6,720	6,720	6,720	13,440	13,440
Laird Plastics	6,720	6,720	6,720	6,720	13,440	13,440
Lindsay Precast	5,600	5,600	5,600	5,600	11,200	11,200
Miller Weldmaster	8,720	8,720	8,720	8,720	17,440	17,440
Technology Management	9,800	9,800	9,800	9,800	19,600	19,200
Willburt	8,925	8,925	8,925	8,925	17,850	17,850
2. FRINGES FOR INTERNSHIPS	10,471	10,470			20,941	
3. INTERN SCHOLARSHIPS (60 scholarships x 3 semesters @ \$500 x 2 years)	75,000	75,000			150,000	
TOTAL PARTICIPANT SUPPORT COSTS	202,536	202,535	117,065	117,065	405,071	234,130
F. OTHER DIRECT COSTS						
1. MATERIALS AND SUPPLIES						
Stark State College - Workshops, Events, Seminars, Training materials	5,000	5,000			10,000	
427 Design - computers and software licensure for interns			2,500	2,500		5,000
Abbot Electric - computers and software licensure for interns			750	750		1,500
GMOR - supplies for interns			1,000	1,000		2,000
Diebold - supplies for interns			1,500	1,500		3,000
Hammonitee & Assoc. - computers and software licensure for interns			7,500	7,500		15,000
Hischer-Clarke - Computers, software and other supplies for interns			3,000	3,000		6,000
Lindsay Precast			250	250		500
Miller Weldmaster - computers and other misc supplies for interns			450	450		900
Willburt - supplies for interns			500	500		1,000
2. PUBLICATION COSTS/DOCUMENTATION/SEMINEATION						
Stark State College - materials to promote the program and workshops	5,000	5,000			10,000	
NOCHE - materials to promote the program and for workshops	625	625	625	625	1,250	1,250
3. OTHER						
Stark State College - Contact Management System Software	25,000				25,000	
Speaker Stipends for Workshops, Events, Seminars	5,000	5,000			10,000	
Hammonitee & Assoc - Workshop and Seminar Contributions			1,000	1,000		2,000
Hischer-Clarke - Proprietary Training for Interns			400	400		800
Lindsay Precast			125	125		250
NOCHE - Indirect Cost Contributions (8%)			1,200	1,200		2,400
SUBTOTAL OTHER DIRECT COSTS	40,625	15,625	20,800	20,800	56,250	41,600
G. TOTAL DIRECT COSTS (A THROUGH F)	305,831	280,829	318,674	319,000	586,660	637,674
F. INDIRECT COSTS (F&A) (SPECIFY RATE AND BASE)						
8.0% of Direct	Year 1	Year 2				
Base =	\$ 305,831	\$ 280,829				
			\$ 51,014		\$ 51,014	
G. TOTAL DIRECT+INDIRECT+MATCH COSTS (E+H)			637,674		637,674	637,674
Expenditures	% Allowed	\$ Allowed	% Actual	\$ Actual		
Internship Program Development	52%	\$ 331,590	52%	\$ 331,589		
Employer Wage Match	40%	\$ 255,070	40%	\$ 255,071		
Indirect Costs	8%	\$ 51,014	8%	\$ 51,014		
	100%	\$ 637,674	100%	\$ 637,674		
					\$ 1,275,348	

Appendix B – Business Partner Snapshot

Stark State College - OMIC Business Partner Snapshot 2014-16				
Employer Name	Total Private Sector Contribution to Intern & Co-op Wages	# of Intern Positions	# of Co-op Positions	Amount of Other Employer Contributions
427 Design	\$21,600.00	5	0	\$22,000.00
Abbott Electric	\$12,800.00	3	0	\$43,850.00
ABS Materials	\$12,600.00	1	0	
ACT II	\$50,400.00	15	0	\$35,000.00
CMOR	\$15,680.00	2	0	\$15,000.00
Diebold	\$15,680.00	2	0	\$27,000.00
Hammontree & Associates	\$16,800.00	2	0	\$50,910.00
Hilscher-Clarke	\$13,440.00	3	0	\$39,000.00
Laird Plastics	\$13,440.00	3	0	
Lindsey Precast	\$11,200.00	2	0	\$19,750.00
Miller Weldmaster	\$13,440.00	2	0	\$24,900.00
Technology Management Inc.	\$19,200.00	4	0	\$35,000.00
Willburt	\$17,850.00	4	0	\$41,500.00
Total # of Employers Goes Here	\$234,130.00	48	0	\$353,910.00



November 14, 2013

Mr. Zach Waymer, Director
Experiential Learning & Outreach
Ohio Board of Regents
30 East Broad Street, 36th Floor
Columbus, Ohio 43215

Dear Mr. Waymer:

On behalf of Stark State College, I am pleased to offer this letter of participation and support for the proposal and application being submitted to the Ohio Board of Regents under the Ohio Means Internships and Co-ops grant. Stark State College is particularly pleased to build on our work from the first round of funding and to accelerate and ensure student completion under our Completion by Design initiative. Stark State's vision is to be a leader in higher education and a catalyst for economic growth and community prosperity. Our strategic regional partnerships and involvement with OMIC will greatly advance our ability to work with the employers throughout the Northeast Ohio region.

We are committed to the practice of experiential learning and the additive value it brings to the quality of education. Our commitment is shown in our continual evaluation of curriculum design and development, and efforts to explore how experiential learning can be a consistent element of these programs. The opportunity that internships provide to apply classroom-acquired knowledge to real-world challenges and projects make them an invaluable component of the education experience. Students who experience the opportunity are simply better prepared to take their place in the community as contributing citizens.

Our leadership in this grant proposal aligns with the goals of the OMIC program on a number of levels, but primarily these four: 1) to align curriculum with the needs of business to close the job-skills gap between what talent has to offer and what employers need; 2) to incorporate the College's efficiency best-practices into a replicable internship model that reduces the costs to businesses for recruiting, training and retaining talent; 3) to include our findings under the Completion by Design project as they increase the completion of postsecondary credentials and degrees; and 4) to promote robust public-private partnerships with regional industries and industry organizations whose mission is to support new and existing small, medium and large business development in Ohio.

Stark State College appreciates this opportunity to expand on our existing internship program. We look forward to this exciting opportunity to provide our students with more hands-on, real-world experience as they prepare for their vital role in our region's economic future.

Sincerely,

Para M. Jones, Ph.D.
President

Appendix C – Letters of Commitment



190 North Union Street
Suite 200 | Akron, Ohio 44304
p: 330.535.0427
f: 330.535.9427
www.427design.com

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

November 07, 2013

Dear Dr. Jones:

427 Design firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. 427 Design is pleased to serve as a business partner in this OMIC project.

427 Design desires to become a Stark State community partner through our involvement on the college's Information Services & Software Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For 427 Design, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Information Services & Software technology labor force, 427 Design anticipates placing 3-5 two-year college students in paid internships during the Summer '14 through Spring '16 semesters. All of the students will be placed in back office within our Web and Interactive department. Students will work on web and programming projects throughout the cooperative education semester. The 427 Design internship program will be a part-time semester position paid at an hourly rate of \$12-15 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

427 Design very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

Brad Hain, President

brad@427design.com | www.427design.com

Appendix C – Letters of Commitment



CONTRACTORS & ENGINEERS

State Lic. 17284 EL

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

November 13, 2013

Dear Dr. Jones:

Abbott Electric, Inc. firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Abbott Electric, Inc. is pleased to serve as a business partner in this OMIC project.

Over the past year, Abbott Electric, Inc. has served as a Stark State community partner through our involvement on the college's Electrical/Electronic Engineering Technology Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Abbott Electric, Inc. the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's construction technology labor force, Abbott Electric, Inc. anticipates placing two or three two-year college students in paid internships during the Summer '14 through Spring '16 semesters. One or two of the students will be placed in our electrical estimating department with our electrical contracting division while one or two students will be placed in our modeling department with our electrical safety consulting division. Students will work on a variety of support roles and various projects throughout the cooperative education semester. The Abbott Electric, Inc. internship program will be part-time semester position paid an hourly rate of \$10.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Abbott Electric, Inc. very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,
Abbott Electric, Inc.


Brent R. Fatzinger
Chief Financial Officer

1935 ALLEN AVE. SE | CANTON, OH 44707 | 330.452.6601 PHONE 330.452.2895 FAX



www.AbbottElectric.com



November 11th, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

ABSMaterials, Inc. firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. ABSMaterials, Inc. is pleased to serve as a business partner in this OMIC project.

Over the past 2 years, ABSMaterials, Inc. has served as a Stark State community partner through our involvement with the college. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For ABSMaterials, Inc., the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's polymers and chemicals technology labor force, ABSMaterials, Inc. anticipates placing one two-year college students in paid internships during the Summer '14 through Spring '16 semesters. One of the students will be placed in headquarters and logistics with our sales and marketing Division. Students will work on developing and distributing marketing materials and updating social media and press releases as well as other similar projects throughout the cooperative education semester. The ABSMaterials, Inc. internship program will be part-time semester position paid an hourly rate of \$11.25 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

1909 Old Mansfield Road, Wooster, OH 44691
330.234.7661
www.absmaterials.com



Appendix C – Letters of Commitment

ABSMaterials, Inc. very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,



Glenn Johnson
Chief Operating Officer
g.johnson@absmaterials.com
330-234-7999

1909 Old Mansfield Road, Wooster, OH 44691
330.234.7661
www.absmaterials.com





Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

November 11th, 2013

Dear Dr. Jones:

Associated Countries in Technology International Incubator and its related entities firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Associated Countries in Technology International Incubator, Inc is pleased to serve as a business partner in this OMIC project.

Over the past 27 years, the International Incubator has served as a Stark State community partner through our involvement with the college's Business Development Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For ACT International Incubator, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's technology labor force, Associated Countries in Technology International Incubator anticipates placing 15 two-year college students in paid internships during the summer of 2014 through spring 2016 semesters. 5 of the students will be placed in the back office laser manufacturing and assembly area with our LHO Technologies while 10 students will be placed in Holographics Optical Technologies and LED Advanced Lighting Technologies companies. Students will work in Laser Technology projects throughout the cooperative education semester. The LHO Technologies, Holographics Optical and LED Advanced Lighting Technologies internship programs will be part-time semester position paid an hourly rate of \$15.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Associated Countries in Technology International Incubator very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

Robert A Foraker, PMB
Fiduciary Agent 330-327-3050

Appendix C – Letters of Commitment



November 11, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Center for Marketing and Opinion Research, LLC (CMOR) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. CMOR is pleased to serve as a business partner in this OMIC project.

Over the past year, CMOR has served as a Stark State community partner through our involvement on the college's Career Development Office. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For CMOR, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Information Services and Software technology labor force, CMOR anticipates placing 2 two-year college student in paid internships during the Summer '14 through Spring '16 semesters. One of the students will be placed in Headquarters and Consulting with our Human Resources Division while the other student will be placed in Logistics with our Research and Analytics Division. Students will work on maintaining databases, technology, the company's website, marketing materials, market research, and other projects related to efficient functionality throughout the cooperative education semester. The Center for Marketing and Opinion Research's internship program will be part-time semester position paid an hourly rate of \$12 and \$14 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

CMOR very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

A handwritten signature in black ink that reads 'Kelsey Begle'.

Kelsey Begle
Human Resources and Employee Engagement Manager

470 Portage Lakes Dr. Suite 102 • Akron, OH 44319
Phone: 330.564.4211 • Fax: 330.645.6750 • www.CMOResearch.com

Appendix C – Letters of Commitment



Diebold, Incorporated
5995 Mayfair Road
North Canton, OH 44720
Tel: 330.490.4000

November 12, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Diebold, Incorporated firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Diebold, Incorporated is pleased to serve as a business partner in this OMIC project.

Over the past years, Diebold has served as a Stark State community partner through our involvement on the college's Career Development and Mechanical Engineering Technology Advisory Committees. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Diebold, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Financial Services technology labor force, Diebold anticipates placing 2 two-year college students in paid internships during the Summer '14 through Spring '16 semesters. Both of the students will be placed in Information Technology with our Corporate Division. Students will work with IT Service Desk projects throughout the cooperative education semester. The Diebold internship program will be part-time semester position paid an hourly rate of \$14 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Diebold, Incorporated very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

A handwritten signature in blue ink, appearing to read "Cierra Graham".

Cierra Graham
Talent Acquisition Specialist

Appendix C – Letters of Commitment



CHARLES F. HAMMONTREE, P.E., P.S.
BARBARA H. BENNETT, P.E., P.S., CPESC,
CPSWQ, LEED-AP
JAMES C. BOLLIBON, P.E., P.S.
ROBERT J. HAMMONTREE, III
MICHAEL M. VALE, P.E., CPESC, CPSWQ

HAMMONTREE & ASSOCIATES, LIMITED

Engineers Planners Surveyors
5233 Stoneham Road
North Canton, Ohio 44720

Phone (330) 499-8817
Toll Free 1-800-394-8817
Fax (330) 499-0149
www.hammontree-engineers.com

KARL J. OPRISCH, P.E.
MARK E. FRANZEN, P.E.
PAUL V. McQUADE, MSCE, P.E.

November 8, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Hammontree & Associates, Limited firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Hammontree & Associates, Limited is pleased to serve as a business partner in this OMIC project.

Over the past twenty years, Hammontree & Associates, Limited has served as a Stark State community partner through our involvement on the college's civil engineering technology advisory council and recently the Oil & Gas Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Hammontree & Associates, Limited, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's energy technology labor force, Hammontree & Associates, Limited anticipates placing one to two, two-year college students in paid internships during the Summer '14 through Spring '16 semesters. One to two of the students will be placed in our headquarters in North Canton with our Energy Division. Students will work with our Energy and Development projects throughout the cooperative education semester. The Hammontree & Associates, Limited internship program will be part-time semester position paid an hourly rate of \$11-\$15/HR where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

CANTON, OH
330-499-8817

PITTSBURGH, PA
724-468-4622

WEIRTON, WV
304-794-4133

ST. CLAIRSVILLE, OH
740-695-7237

AKRON, OH
330-633-7274

Appendix C – Letters of Commitment

Hammontree & Associates, Limited very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Very truly yours,

HAMMONTREE & ASSOCIATES, LIMITED



Charles F. Hammontree, P.E., P.S.
C.E.O.

CANTON, OH
330-499-8817

PITTSBURGH, PA
724-468-4622

WEIRTON, WV
304-794-4133

ST. CLAIRSVILLE, OH
740-695-7237

AKRON, OH
330-633-7274

Appendix C – Letters of Commitment



November 11, 2013

Dr. Para M. Jones, President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Hilscher-Clarke Electric Company firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Hilscher-Clarke Electric Company is pleased to serve as a business partner in this OMIC project.

Over the past 20+ years, Hilscher-Clarke Electric Company has served as a Stark State community partner through our involvement on the college's EEET Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Hilscher-Clarke Electric Company, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Advanced Manufacturing, Food Processing, Automotive, and Energy technology labor forces, Hilscher-Clarke Electric Company anticipates placing 1-3 two-year college students in paid internships during the Summer '14 through Spring '16 semesters. One of the students will be placed in Headquarters & Consulting with our Commercial Division while the other 1-2 students will be placed in Headquarters & Consulting/Research and Development with our Industrial/Automation Division. Students will work with Engineers, Project Managers, and Designers on Commercial, Industrial, and Automation Construction projects throughout the cooperative education semester. The Hilscher-Clarke Electric Company internship program will be part-time semester position paid an hourly rate in the range of \$10-12/Hour where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Hilscher-Clarke Electric Company very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,



Ronald D. Becker
Chairman & CEO

Hilscher-Clarke Electric Company

519 Fourth Street NW, Canton, Ohio 44703 Phone (330) 452-9806 Fax (330) 452-5867
572 S. Third Street, Coshocton, Ohio 43812 Phone (740) 622-5557 Fax (740) 622-2358

www.hilscher-clarke.com
An Equal Opportunity Employer



One Source - The Right Way™

4700 Hudson Drive
Stow, Ohio 44224
Phone – 330-733-9595
Fax – 330-733-9292

11-11-13

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Laird Plastics firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Laird Plastics is pleased to serve as a business partner in this OMIC project.

Over the past year, Laird Plastics has served as a Stark State community partner through our involvement with the college. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Laird Plastics, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Polymers and Chemicals technology labor force, Laird Plastics anticipates placing 2-3, two-year college students in paid internships during the Summer '14 through Spring '16 semesters. 2-3 of the students will be placed in Back Office Functions with our Marketing/Management Division as well as our Manufacturing/Warehouse Division. Students will work on Marketing/Sales projects as well as learn the manufacturing and warehouse processes throughout the cooperative education semester. The Laird Plastics internship program will be part-time semester position targeting a paid an hourly rate of \$10.00-\$12.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Laird Plastics very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

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

David Olesinski
General Manager, Laird Plastics Stow Facility



6845 Erie Ave NW, Canal Fulton, OH 44614

Human Resource Department

Phone: 330.854.4511 Fax: 330.854.0673

Todd Hadorn, Director of Human Resources/Safety

November 11, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Lindsay Precast, Inc. firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Lindsay Precast, Inc. is pleased to serve as a business partner in this OMIC project.

The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Lindsay Precast, Inc., the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Advanced Manufacturing technology labor force, Lindsay Precast, Inc. anticipates placing two (2) two-year college students in paid internships during the Summer '14 through Spring '16 semesters. One (1) of the students will be placed in back office with our Engineering Division while one (1) student will be placed in Research and Development with our Manufacturing Division. Students will work on CAD design and manufacturing process projects throughout the cooperative education semester. The Lindsay Precast, Inc. internship program will be part-time semester position paid an hourly rate of ten (\$10) dollars per hour where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Lindsay Precast, Inc. very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

Todd Hadorn
Todd Hadorn
Corporate Director of Human Resources





11/11/13

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

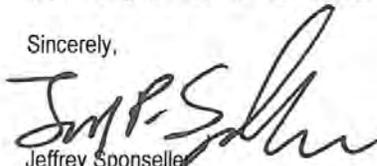
Miller Weldmaster firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. Miller Weldmaster is pleased to serve as a business partner in this OMIC project.

Over the past four years, Miller Weldmaster has served as Engineering Advisor community partner through our involvement on the college's Ohio Means Internships Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Miller Weldmaster the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Advanced Manufacturing technology labor force Miller Weldmaster anticipates placing 2 two-year college students in paid internships during the Summer '14 through Spring '16 semesters. 1 of the students will be placed in back office with our Engineering Division while 1 student will be placed in Research and Development with our Engineering Division. Students will work in engineering projects throughout the cooperative education semester. The Miller Weldmaster internship program will be part-time semester position paid an hourly rate of \$12 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

Miller Weldmaster very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,



Jeffrey Sponseller
Executive Vice President

MILLER WELDMASTER | 4220 ALABAMA AVE S.W. | NAVARRE | OH | 44662 | USA
P: 330-833-6739 | F: 330-837-2828 | E: SALES@WELDMASTER.COM | WWW.WELDMASTER.COM



Technology Management, Inc.

November 8, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Technology Management, Inc. (TMI) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. TMI is pleased to serve as a business partner in this OMIC project.

TMI has been involved with Stark State in different capacities during the past five years. We understand that participation in this partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For TMI, the partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership technology labor force, and the anticipated demands of Ohio's energy industry, TMI would consider placing two to four two-year college students in paid research & development internships during the Summer '14 through Spring '16 semesters at a rate of \$10-\$15 per hour. Students will work on fuel cell components and systems development projects throughout the cooperative education semester. The TMI internship program will be a part-time semester position where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

TMI very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Sincerely,

A handwritten signature in blue ink that reads "Michael Petrik". The signature is fluid and cursive, with the first name being the most prominent.

Michael Petrik
Vice President/General Manager

290 Alpha Drive, Cleveland, Ohio 44143 - (440) 995-9500x112 - micrun@aol.com

Appendix C – Letters of Commitment



November 11, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Will-Burt Company firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. The Will-Burt Company is pleased to serve as a business partner in this OMIC project.

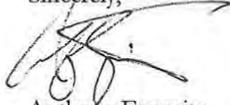
Over the past three years, The Will-Burt Company has served as a Stark State community partner through our involvement on the college's Information Technology Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For The Will-Burt Company, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Information Services & Software technology labor force, The Will-Burt Company anticipates placing 4 two-year college students in paid internships during the Summer '14 through Spring '16 semesters. 2 of the students will be placed in Back Office with our Information Technology Division while 2 students will be placed in Research & Development with our Operations Division. Students will work technology and engineering projects throughout the cooperative education semester. The Will-Burt Company internship program will be part-time semester position paid an hourly rate of \$15 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

The Will-Burt Company very much appreciates its relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level high-demand jobs in Ohio.

Appendix C – Letters of Commitment

Sincerely,



Anthony Esposito

Anthony Esposito
Director of IT
The Will-Burt Company
330.684.4019 Direct
330.347.3128 Cell
aesposito@willburt.com



Appendix C – Letters of Commitment



CANTON REGIONAL CHAMBER OF COMMERCE

222 Market Avenue North, Canton, Ohio 44702 • Main Line (330) 456-7253 • (800) 533-4302
General Fax: (330) 452-7786 • Finance, Sales, Marketing & Events Fax: (330) 489-6005 • www.CantonChamber.org

November 15, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Canton Regional Chamber of Commerce supports internships and co-op programs in higher education. We at the Chamber believe that a student's education is enhanced by workplace experiences that have a bearing on his or her field of study. Internships also help participating businesses to evaluate prospective employees.

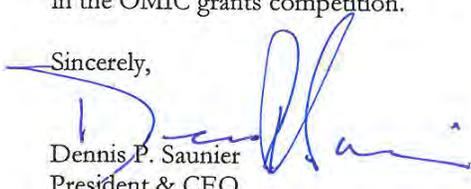
Therefore, we are happy to support Stark State College's effort to continue an internship program funded under the Ohio Means Internships and Co-ops grant program. We know that your college's goal is to build ties with businesses that will create internships for years to come. This can only enhance workforce development in Canton, Stark County and our region. The Canton Regional Chamber of Commerce will be a partner with Stark State in this effort.

As you know, the Canton Regional Chamber, with nearly 1,600 members, is entering its 100th year of service to the business community. Entering our centennial year, we are committed to increase our efforts in workforce development and in retention of college-educated talent for our region. Partnering with Stark State in the OMIC grant program gives us a new opportunity to pursue this work.

As your college's partner in OMIC, the Canton Regional Chamber will help the college's Career Services Office to identify new business partners in the Canton area. We also will provide a representative to serve on the OMIC Advisory Committee.

We value our ongoing partnership with Stark State College in all its various aspects and hope you will succeed in the OMIC grants competition.

Sincerely,


Dennis P. Saunier
President & CEO

Departments of the Canton Regional Chamber of Commerce
Canton Development Partnership • Canton/Stark County Convention & Visitors' Bureau • Leadership Stark County
Pro Football Hall of Fame Enshrinement Festival • Stark County Safety Council • ystark!

Appendix C – Letters of Commitment



November 18, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Jackson-Belden Chamber of Commerce (JBCC) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College (SSC), the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. JBCC is pleased to serve as an organizational partner in this OMIC project.

An advocate for business in Jackson Township and Stark County, JBCC strives to promote equitable business practices to protect and advance the professional, commercial, social and civic interest of the region and its citizens. Comprised of business professionals and assisted by hundreds of sponsors and volunteers, the Chamber supports community infrastructure to serve the needs of local businesses and develop programs to benefit JBCC members. The JBCC has responsibility for ensuring the economic well-being of the Jackson Township/Belden Village area, preserving the area's business system, and supporting business growth and development to make the community a better place in which to live and work.

To support the OMIC collaborative partnership, the Jackson-Belden Chamber of Commerce will work with Stark State College in several important ways to help ensure the success of the program. In collaboration with the College's Career Services Office, JBCC will help to identify new business partners in the Jackson Township area. Furthermore, a representative from JBCC will serve on the OMIC Advisory Committee to help link SSC's programs with the workforce needs of area businesses. In both these endeavors, JBCC will provide guidance and feedback to help Stark State's students succeed and find gainful employment upon graduation while ensuring a well-trained, experienced workforce for local employers.

The Jackson-Belden Chamber of Commerce very much appreciates its ongoing relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

Steven M. Meeks
President
Jackson-Belden Chamber of Commerce

Appendix C – Letters of Commitment



NORTH CANTON
area chamber of commerce

121 S Main Street
North Canton OH 44720
Phone: 330-499-5100
Fax: 330-499-7181
www.northcantonchamber.org

2013 BOARD OF DIRECTORS

Bill Strohmenger, Chairman
Aultman Health Foundation

Michael Gallina, Vice Chairman
AultCare

Debbie Goldthorpe, Treasurer
North Canton YMCA

Steve Anderson
Finney's Institutional Pharmacy

Dr. Peter Ferguson

Jordan Greenwald
GDK & Company

Teresa Griffin
Walsh University

Michael Hartenstein
North Canton City Schools

Barry Kindy
North Canton TV & Appliance

Jody Levitt
Stark State College

Melinda Reiss
DeHoff Realtors

David Roberts
Farmers National Bank

Cheryl Smith
St. Luke Lutheran Community

Becky Suglio
Caffe Gelato

CHAMBER PRESIDENT

Doug Lane

November 13, 2013

Dr. Para Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones,

The North Canton Chamber is a strong proponent of cooperative education and internships. Both lead to the practical applications necessary to achieve success in today's workforce environment.

It is our understanding that through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State, the College will build upon its prior OMIC activities to create additional corporate partnerships to provide more workplace opportunities for its students. The North Canton Chamber of Commerce is pleased to serve as an organizational partner in this process and agrees to help the College's Career Services Office to identify new business partners in our area, have a Chamber representative serve on the Advisory Committee and heavily promote the program to our 450+ members through newsletter inserts, e-mails and at our networking events. We will also participate in project educational events held at the College and ensure that our members are aware of the activities as well as encourage their attendance.

Since 1959 we have served as an advocate for business in the North Canton area and programs like OMIC help our efforts to ensure we have a ready workforce of talented individuals available to meet the needs of our member companies.

The North Canton Chamber appreciates our ongoing relationship with Stark State and looks forward to continuing our collaborative efforts through this endeavor.

Sincerely,

Doug Lane

Doug Lane
President
DLane@northcantonchamber.org

The North Canton Area Chamber of Commerce...serving business and community since 1959!

Appendix C – Letters of Commitment



MAGNET
Manufacturing Advocacy & Growth Network

1768 East 25th Street
Cleveland, OH 44114-4420
www.magnetnetwork.org
216.391.7002 · 800.669.2267

Daniel E. Berry
President & CEO

November 15, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

MAGNET firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. MAGNET is pleased to serve as an organizational partner in this OMIC project.

As a catalyst for the region’s manufacturing industries, MAGNET strives to support, educate and champion manufacturing in Ohio with the goal of transforming the region’s economy into a powerful, global player. A regional non-profit consulting organization assists companies with the development of growth strategies, process improvements and access to capital, MAGNET uses its nationally recognized model to revitalize Northeast Ohio’s existing and emerging manufacturing sector. Serving 18 counties in Northeast Ohio, MAGNET drives development in the region by building relationships with small, medium and large-sized companies and colleges for business, funding, and research opportunities to generate economic growth in Northeast Ohio. The OMIC partnership provides an opportunity for MAGNET to share our growth strategies with Stark State and promote synergies between its academic programs and labor market need.

To support the OMIC collaborative partnership, MAGNET will work with Stark State College in several important ways to help ensure the success of the program. A representative from MAGNET will serve on an advisory committee that helps align Stark State’s educational programs and curriculum with the needs of small, medium and large-sized businesses in the region to encourage talent investment in SSC students. Furthermore, MAGNET will assist with the development and implementation of special events designed to bring industry and talent together. Lastly, MAGNET will promote internship opportunities at Stark State to companies within its regional manufacturing sector to allow SSC students to obtain valuable experience related to their majors and succeed in their careers upon graduation. In both these endeavors, MAGNET will provide guidance to the College and allow SSC to better understand the industry from a talent development perspective.

MAGNET very much appreciates its developing relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

Daniel E. Berry



Northeast Ohio Council on Higher Education

1422 Euclid Avenue, Suite 840 / Cleveland OH 44115 / p 216.420.9200 / f 216.420.9292 / www.noche.org

November 14, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Northeast Ohio Council on Higher Education (“NOCHE”) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. Stark State College’s Ohio Means Internships and Co-ops (“OMIC”) program will build upon its prior OMIC activities to forge additional corporate partnerships that promote co-op opportunities for its students. The creation and enhancement of meaningful and sustainable co-op programs will serve to provide businesses with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. NOCHE is pleased to serve as an organizational partner in this OMIC project.

NOCHE advances economic development in Northeast Ohio by connecting the region’s higher education and business communities for collective action that advances the region’s economy. NOCHE advocates for students and business by promoting talent development, the value of higher education to economic growth, and collaborative activities with higher education and business stakeholders.

To support the OMIC collaborative partnership, NOCHE will work with Stark State College in several important ways to help ensure the success of the program. A representative from NOCHE will serve on an advisory committee that helps align Stark State’s educational programs and curricula with the needs of business and industry in the region that encourage talent investment in Stark State students. Furthermore, NOCHE will provide training for employers using its “Maximize Your ROI: Return on Intern” program at six events as well assist with up to three career fairs during the grant period. NOCHE will consult with Stark State and businesses in the region to cultivate high-quality internship and co-op experiences for Stark State students.

NOCHE greatly appreciates its ongoing relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the educational experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

Ann Womer Benjamin
Executive Director

Appendix C – Letters of Commitment



November 14, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

NorTech firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide regional industry with a highly skilled workforce, increase business investment in intern talent, and improve the retention of college graduates in Ohio. NorTech is pleased to serve as an organizational partner in this OMIC project.

As a catalyst for the region's emerging technology industries, NorTech strives to position Northeast Ohio as a hub of innovation to attract resources and develop resources to grow the region's economy. A regional non-profit, technology-based economic development organization, NorTech uses a nationally recognized model of regional innovation clusters in advanced energy, flexible electronics and water technologies to revitalize Northeast Ohio's emerging technology industries. Serving 21 counties in Northeast Ohio, NorTech drives development in the region by building relationships with small- and medium-sized companies and colleges for business, funding, and research opportunities to generate economic growth in Northeast Ohio. The OMIC partnership provides an opportunity for NorTech to share our growth strategies with Stark State and promote synergies between its academic programs and labor market need.

To support the OMIC collaborative partnership, NorTech will work with Stark State College in several important ways to help ensure the success of the program. A representative from NorTech will serve on an advisory committee that helps align Stark State's educational programs and curriculum with the needs of small- and medium-sized businesses in the region to encourage talent investment in SSC students. Furthermore, NorTech will promote internship opportunities at Stark State to companies within its regional innovation clusters to allow SSC students to obtain valuable experience related to their majors and succeed in their careers upon graduation. In both these endeavors, NorTech will provide guidance to the College and allow SSC to better understand the industry from a talent development perspective.

NorTech very much appreciates its developing relationship with Stark State and looks forward to continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

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

Rebecca O. Bagley
President and CEO

737 Bolivar Road, Suite 1000 • Cleveland, OH 44115
Main: 216.363.6883 • Fax: 216.363.6893 • www.nortech.org

Appendix C – Letters of Commitment



**Stark
Development
Board, Inc.**

November 13, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

The Stark Development Board (SDB) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College (SSC), the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. SDB is pleased to serve as an organizational partner in this OMIC project, and strongly supports SSC in this grant request.

A private, non-profit economic development group, the Stark Development Board strives to retain, expand, and attract business investment to grow Stark County's economy. SDB was formed by local business and community leaders to promote economic development activities. Furthermore, SDB works collaboratively with the Stark County Chambers of Commerce, all County political subdivisions, and with Team NEO and JobsOhio to coordinate its services and activities to promote economic growth in the region.

To support the OMIC collaborative partnership, the Stark Development Board will work with Stark State College in several important ways to help ensure the success of the program. A representative from SDB will serve on an advisory committee that helps align Stark State's educational programs and curricula with the needs of business and industry in the region to encourage talent investment in SSC students. Furthermore, SDB will market internship opportunities to its donors, helping SSC students to obtain valuable experience related to their majors and succeed in their careers upon graduation while linking SSC's programs with the workforce needs of area businesses. In both these endeavors, SDB will provide guidance to the College which benefits both Stark State students and local employers.

The Stark Development Board very much appreciates its ongoing relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

A handwritten signature in black ink, appearing to read 'Stephen L. Paquette', is written over a light blue horizontal line.

Stephen L. Paquette
President & CEO

Stark Development Board
116 Cleveland Avenue, N.W., Suite 600 Canton, Ohio 44702-1730
(330) 453-5900 FAX (330) 453-1793
www.starkcoohio.com

Appendix C – Letters of Commitment



NETWORK
REGIONAL PARTNER

November 13, 2013

Dr. Para M. Jones
President
Stark State College of Technology
6200 Frank Avenue NW
North Canton, OH 44720

Dear Dr. Jones:

Team Northeast Ohio (Team NEO) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project being proposed by Stark State College, the College will build upon its prior OMIC activities to forge additional corporate partnerships that promote cooperative education opportunities for its students and institutionalization of internships into its education programs. It is our hope that the creation and enhancement of meaningful relationships, and sustainable linkages to Ohio businesses, will serve to provide the region with a highly skilled workforce, an increase in business investment in intern talent, and improvement in the retention of college graduates in Ohio. Team NEO is pleased to serve as an organizational partner in this OMIC project.

Established in 2003, Team NEO is a non-profit business attraction and growth organization that works closely with economic development organizations across 18 Northeast Ohio counties to market the collective region. In 2011, Team NEO became the regional partner for JobsOhio, a non-profit organization that drives economic development and job creation for the state. Since this partnership was launched, Team NEO has assisted 162 companies in the region to create or retain nearly 45,000 jobs and add more than \$3 billion in capital investment. Team NEO also facilitates the development of a regional strategy through collaboration between key economic groups to encourage economic growth and job creation.

To support the OMIC collaborative partnership, Team NEO will work with Stark State College in several important ways to help ensure the success of the program. As part of the *Make It in America* initiative, Team NEO will work to develop internships for companies who are reshoring jobs back to Northeast Ohio from overseas. Furthermore, a representative from Team NEO will serve on an advisory committee that helps align Stark State's educational programs and curricula with the needs of business and industry in the region to encourage talent investment in SSC students. In both these endeavors, Team NEO will provide guidance to the College and allow SSC to better understand the industry from a talent development perspective.

Team NEO very much appreciates its developing relationship with Stark State and looks forward to our continued collaborative work to promote and expand this important component of the education experience. We are committed to providing talented individuals access to high-level, high-demand jobs in Ohio.

Sincerely,

A handwritten signature in black ink that reads "James P. Foran".

James P. Foran
Senior Vice President, Business Attraction
Team NEO

Appendix D – Additional Items

Stark State College Public-Private Partnerships and their Impacts

BUILDING CAPACITY FOR COMMERCIALIZATION

Advanced Technology Center (ATC). The Center, developed through a \$9 million contribution from the Ohio legislature, Diebold, Inc., The Timken Company, Allen-Bradley Company and others broadens learning opportunities for students by offering training in automated manufacturing technologies, computer-aided design and manufacturing, process control systems, quality assurance, electronics and office information systems. As a result, the workforce gains more technically proficient graduates. Since its inception, the ATC has served as the home for Diebold's Corporate Training operations. For other local businesses, the ATC provides industrial training and business support services, allowing companies to boost their productivity, foster growth and become more competitive in the local, regional, national and global marketplace.

Fuel Cell Prototyping Center. Situated on Stark State College's Main Campus, the Fuel Cell Prototyping Center was created as part of the Wright Fuel Cell Group, comprised of academic, industry and other collaborators forming a network to marshal resources to accelerate innovation and commercialization for a broad range of fuel cell industry projects across Ohio. The Center represents a comprehensive approach to industry attraction and has positioned Stark State as a hub for fuel cell research, development, commercialization and workforce training. The Center has promoted industry partnerships with LG Fuel Cell Systems (*formerly known as Rolls-Royce Fuel Cell Systems, Inc.*), Lockheed-Martin, Technology Management, Inc. and Contained Energy. Leveraging \$12 million in industry contributions, the College has generated \$18.2 million in federal, state, and other funding over the past 10 years to support industry research and development, develop fuel cell curricula, and prepare technicians for the emerging field. The prototyping center was expanded in 2011 to include a fuel cell training lab and advanced energy center as part of the complex.

Stark State College and the Timken Company Technology and Testing Center. In response to national demand for large-scale bearing innovation and improvement and the growing trends toward wind power in North America, Stark State College has partnered with The Timken Company to establish a large-scale bearing reliability testing facility. Located on Stark State College's Airport Emerging Technology Satellite, the Center houses a unique component test machine -- designed and fabricated under this project -- capable of operating bearings under simulated application conditions representative of the loads, speeds and environmental conditions that these products experience in service. This unique facility will allow industry partners to collect technology capability data and validate the operation and safety of this new large-scale format. Such capabilities allow for investigation of and advancements in areas such as new design concepts, optimized materials, manufacturing processes, lubrication requirements, sealing and condition monitoring. The Center provides a more rapid and cost-effective method for evaluating and validating large-scale bearing/component design and production standards to create more efficient/reliable 1.7-meter and 3.2-meter bearings – a capability that does not currently exist in the United States. In the end, this project will enable Timken and other industry partners to move more rapidly toward commercialization of large-scale components. Similar to the Fuel Cell Prototyping Center, this project also promotes collaborative development of technician training protocols for the proper handling, installation and testing of large bearing components and provides hands-on experience through internship and externship opportunities. With an initial upstart value of \$11.8 million, funding for the Center was made possible by the State of Ohio; in particular, through the Ohio Development Services Agency and the Ohio Third Frontier's Research and Development Center Attraction Program (RDCAP) and Targeted Industry Attraction Program (TIA), the Ohio Air Quality Development Authority, Stark State College and generous local contributions from The Timken Company, the Timken Foundation of Canton, and the Stark County Port Authority.

Stark State College Oil and Gas Institute. The increased growth of shale exploration in Ohio's Marcellus and Utica Shale plays require skilled technicians. The Oil and Gas Institute, established in 2012 and located at Stark State College's Downtown Canton Satellite, is the ShaleNET-approved hub for Ohio, Indiana, Illinois, Michigan and Kentucky, offering the training most in demand by oil and gas companies, their suppliers and support systems. Stark State works collaboratively with industry leaders such as Chesapeake, EnerVest, Marathon, ShaleNET-US, The Timken Company, Dominion, Keenan Advantage and others to examine workforce needs and opportunities for Ohio. Current programs offered at the Institute include floor hand, welding, safety, pipeline, petroleum industrial mechanics, process operations, maintenance and more. The College's Rigpass, SafeLAND and SafeGulf oil and gas

Appendix D – Additional Items

training programs are accredited by the International Association of Drilling Contractors (IADC). With a startup cost of more than \$13 million, the Institute is funded by the Ohio Legislature, the U.S. Department of Labor and the Timken Foundation of Canton. The development model for the Institute utilizes a phased approach to address a variety of skillsets related to oil and gas industry workforce needs in upstream, midstream and downstream operations to support the burgeoning oil and gas industry in Ohio. The Institute is linked to K-12 education through the Marlinton Gas and Oil Career Technology Program and provides pathways to postsecondary petroleum certificate and degree programs.

Kohler Coatings-Stark State College Cold Corrugating Center. Kohler Coatings, Stark State College and the Stark Development Board are engaged in a public-private partnership to transform corrugated packaging into an engineered material and reduce its weight and carbon footprint by 50% or more. By transforming corrugated packaging into an engineered material using renewable and recyclable biopolymer technology, the partnership is seeking to commercialize packaging technologies that can generate energy savings of approximately 500 trillion BTU, reduce industry GHG output by 45 million tons per year, and align U.S. cold corrugating comparative advantage and market capabilities with European packaging manufacturers. The Center has attracted \$2.4 million in matching funds from a consortium of companies including Kohler Coating, Cargill, Palm Packaging Group (a German Paper company specializing in lightweight packaging papers), Copar Corporation and Foltz Machine, Inc. to leverage \$750K in investments from the State of Ohio. The project promotes private sector access to College expertise, applied research and development opportunities, work-based learning opportunities for students and development of academic fee-for-service, certificate and degree programs developed by the partnership and taught by Stark State. When mature, the project will position the Corrugating Center as a designated training hub for all U.S. and foreign corrugated manufacturers (who implement the energy-efficient, second-generation, corrugating technology developed through the project).

CREATING AN ENTREPRENEURIAL/INNOVATION ECOSYSTEM

Stark State College has a well-established relationship with TEAMNEO and MAGNET, as well as with the Stark Development Board and the Area-6 Workforce Investment Board. Currently, Stark State is engaged in a regional effort with TeamNEO, MAGNET, NASA Glenn Research Center, WIRENET, the University of Akron, Case Western Reserve University and Lorain County Community College to promote regional, national and foreign investment and industry attraction for advanced materials manufacturing in the advanced energy, biomedical and automotive market segments to enable expanded operations, new jobs, and reshored products. In the initial phase, the team will assess cluster growth opportunities and needs, prioritize market segments, and identify key businesses for a Phase I pilot. To select the companies, the project team will review the types of products, growth potential, size of company/market, accessibility of markets and export potential. Based on this data, the project team will develop an inventory of coordinated services supporting the growth of these key industrial partners/sectors in northeast Ohio. Services discussed as potential offerings of the project include, but are not limited to, strategic brokering, talent planning, global innovation planning, industry networking, market intelligence assistance, and assessment tool development to identify supplier needs and capabilities in the region.

Impact Angel Fund. Working in collaboration with the Stark Development Board, Innovation Forward LLC, TechGROWTH Ohio and Jumpstart, Inc., Stark State College supports economic development in the Ohio shale play region. The Impact Angel Fund (IAF) is a pre-seed venture capital fund targeting early-stage technology-based companies to assist them in accelerating their business growth. The purpose of the Fund is to promote economic growth by grooming companies for investment and provide public-private seed funds to innovative entrepreneurs in the imagining, incubating and early demonstration phases of product development toward commercialization. The IAF is a spin-out of the East Central Ohio Tech Angel Fund (ECOTAF) and takes advantage of ECOTAF's prior experience. The IAF also utilizes the successful Rural Acceleration Model™, developed by TechGROWTH with input from ECOTAF, which is engineered for early-stage rural technology companies. The IAF was established with the long-term strategy of attracting \$20 million in co-investment and follow-on investment; creating 100 to 150 for-profit jobs at two-times the average pay for the region; obtaining \$1 to \$2.5 million in loans and \$1 million in Federal grant funding; and generate \$15 million in incremental revenue.

Kristin C. Hannon, M.B.A., PHR

Professional Preparation

- Ashland University, Masters in Business Administration with a Certification in Human Resource Management, 2005
- Malone University, Bachelor of Arts in Business Management, 1996
- Human Resources Certification Institute (HRCI), Professional in Human Resources, certified since 2005

Appointments

Director, Career Development, Stark State College (July 11, 2011 to present)

- Manage the operation of a student-centered career development office that is committed to providing students with the tools and support necessary to leverage their educational experiences into meaningful career opportunities. The office serves approximately 400 students each month.
- Develop effective strategies for connecting and fostering relationships with potential employers that reflect the diversity of the academic programs.
- Conduct seminars, workshops and other group career development sessions to address the developmental needs of our students to transform them into attractive work-ready candidates for employers.
- Identify, recommend, and implement technological tools and products that will enhance the web-based offerings and capabilities of the office. Strategies created to reach the 15,000 students using online courses, satellite locations and main campus.
- Manage a \$500,000 budget with an ability to make the most efficient use of available resources to serve the maximum number of students and employers.
- Prepare various reports relating to the office as well as monthly and annual statistical reports.
- Supervise a professional staff as well as work collaboratively with other staff and offices.

Human Resources Field Consultant, Nationwide Insurance (March 2002 to July 2011)

- Provided human resource support to over 800 office associates and auxiliary support to northeast Ohio field associates. Support included the delivery of training programs, compensation and performance evaluation reviews, talent planning, strategic planning, associate relations issues and diversity & inclusion initiatives.
- Led Senior Leadership Team for the Canton Regional Office. Team made decisions on building programs and issues affecting the associate population and provided guidance to front-line leaders within the center. Also a member of the Crisis Management Council for northeast Ohio.
- Twice selected to be a member of the President's Advisory Committee. Members nominated by State Officers with only twenty-five associates across the country being selected. The goal of the committee was to provide feedback on workplace, policy or organizational changes impacting associates.
- Created staffing model for OH/WV Region. Created service level agreements and processes which reduced the number of days to fill open requisitions. Concept has been duplicated and evolved into the recruiting model now used corporately.
- Managed the Commercial Underwriting Multi-state staffing project. Project required the coordination of HR professionals in five states in the sourcing and hiring of twelve

Appendix D – Additional Items

commercial underwriters and two commercial underwriting managers. Able to successfully hire and relocate the candidates within the specified time allotted.

- Initiated the casualty claims internship program within the Canton Regional office.
- During leadership transition, acted as Midwest Regional Field Director. Led activities such as Regional Leadership team meetings, Regional Performance Reviews and Manager all-call meetings.

Synergistic Activities

- Society for Human Resources Management (SHRM)
- Stark County Human Resource Association (SCHRA)
 - Chair, College Relations; 2012 to present
 - Chair, Certification Committee; 2010 to 2013
- Ohio 2-Year College Career Services Association
 - President; 2013 to present
 - Vice President; 2012
- Chair, Completion by Design Early and Continuous Career Advising Committee
- AQIP, Category 2 Committee member
- Akron/Canton Regional Foodbank Board of Trustees; 2009 to present
 - Chair, Personnel Committee; 2012 to present
- Massillon Public Library Board of Trustees; 2012 to present
- Junior Achievement Program Advisory Committee
- Stark County Community Action Agency Labor-Management Advisory Committee
- Delta Sigma Theta Sorority, Inc. ~ Stark County Alumnae Chapter
 - Treasurer, 2004-2009; 2012 to present
 - 2nd Vice President, 2009-2012

Tamie L. Eynon, M.Ed.

Professional Preparation

- Miami University, Bachelor of Arts in Psychology, 1997
- Kent State University, Master of Education in Higher Education Administration, 2001

Appointments

Internship Coordinator, Stark State College (November 2011-present)

- Work with local employers to coordinate work-based learning opportunities for students
- Assist students with career development activities
- Coordinate with faculty to discuss curriculum and work-based learning integration
- Present to constituents on the Career Development Office, services, MyPlan, and work-based learning
- Chair Work-based Learning committee for Completion by Design
- Assist employers with College Central Network registration and posting of positions
- Maintain reporting functions to track work-based learning opportunities at Stark State
- Guide students with regard to major selection
- Coordinate division specific job fairs and events

Assistant Director for Academic Advising, Kent State at Stark (February 2006-January 2007 and February 2009-November 2011)

- Coordinated academic advising activities on the Stark Campus
- Supervised a staff of five full-time academic advisors and eight faculty advisors
- Trained academic and faculty advisors in developmental advising practices and procedures
- Advised students to assist in goal setting, decision-making, long and short term academic planning, career and major exploration, course selection, and graduation requirements
- Generated and managed reports and data related to advising
- Assisted with validating upgrades and add-ons to the Banner system
- Developed, implemented, and oversaw the new document imaging processes for the Stark Campus
- Served on various university committees including the Academic Advising Administrators Council, Provost's Committee for Advising Standards, and the Advisory Committee for Academic Assessment
- Helped students on academic probation through individual advising appointments
- Intervened with students who have not declared a major
- Coordinated graduates for commencement ceremonies
- Implemented and maintained a comprehensive assessment plan for advising

Interim Director of Student Services, Kent State at Stark (January 2007-February 2009)

- Served as the manager for advising services, registration functions, and degree reviews
- Supervised five advisors, eight faculty advisors, and two clerical specialists
- Coordinated the implementation of the Banner Student System on the Stark Campus
- Reviewed and approved Associate degree files for graduation, exits, exceptions to registration, change of grade forms, and reinstatement applications
- Reviewed the schedule of classes to ensure accuracy and efficiency in course scheduling and offerings
- Assisted faculty with curriculum changes and the curriculum review process

Appendix D – Additional Items

- Monitored enrollment data and statistics for year to year and semester to semester tracking
- Represented the campus on numerous university committees
- Developed a strategic plan for the campus and Student Services offices
- Assisted with student complaints and issues

Products

National Academic Advising Association (2002 – 2012)

- Co-presented at 2003 Regional and National Conference
- Co-presented at 2004 National Conference
- Co-presented at 2010 National Conference (Session was voted Best of Conference)

Kent Academic Support and Advising Association (2002-2012)

- Chair of Communications Sub-Committee (2004-2006)
- Member of Professional Development Committee and Regional Campus Committee (2002-2009)
- Co-presented at 2003 Advising Forum *Probation, Dismissal, and Reinstatement: Current Issues*
- Co-presented at 2006 Advising Form *Stark Campus Master Advising Plan (MAP)*

Synergistic Activities

Stark State College

- Ohio Association of Two Year Colleges Conference Planning Committee (2013)
- Chair, Work-based Learning Committee for Completion by Design (2012-present)
- Mandatory New Student Orientation Committee, Completion by Design (2012-present)
- Ohio Career Development Association (2012-present)
- Ohio 2-Year Colleges Career Services Association (2011-present)
- Stark County School Counselor Association (2011-present)



Stark State College

STUDENT AMBASSADOR PROGRAM

Become involved in Stark State College's Student Ambassador Program Represent Stark State and your technical field in campus activities

The Office of Student Life is looking for currently enrolled students who would like to be *Student Ambassadors*. The Student Ambassadors will work with College officials and serve as hosts, VIP tour guides, student recruiters and facilitators of major College events, and act as liaisons between the College and the community.

To be a Student Ambassador, you must:

- Complete and submit an application and two letters of recommendation (i.e. faculty, staff, clergy, friends).
- Have completed at least one semester at Stark State College with a cumulative grade point average of 2.5.
- Maintain a minimum of six (6) credit hours per term.
- Maintain a cumulative grade point average of 2.5 at Stark State College.
- Be available to work a flexible schedule.
- Participate in an interview process.
- Be involved with other student clubs and/or organizations on campus (preferred – not required).
- Demonstrate leadership qualities, strong communication skills, and responsible decision-making.

Student Ambassador benefits include:

- Develop and refine leadership, communication, and public relations skills.
- Receive compensation for your time.
- Build valuable relationships and earn professional letters of recommendation.
- Be a member of a select group of student leaders.
- Increase employability skills and enhance your resume with quality experience.

If you are interested in becoming a part of this exciting program, please complete the application form on the reverse side. I wish you continued success during your academic career at Stark State College!

Cherie L. Barth
Coordinator, Student Life

Stark State College Student Ambassador Program

The Student Ambassador Program

The Student Ambassador program is comprised of a select group of students to represent Stark State College, both on and off campus. Student Ambassadors serve as liaisons between the College and the community.

Student Ambassador Responsibilities

- Provide tours of the campus for prospective students.
- Assist the Student Services staff with public relations functions such as college fairs, high school visits, and other recruiting events.

Student Ambassador Qualifications

- Complete and submit an application and two letters of recommendation.
- Have completed at least one semester at Stark State College with a cumulative grade point average of 2.5.

Student Ambassador Benefits

- Develop and refine leadership, communication, and public relation skills.
- Receive compensation for your time.
- Build valuable relationships and earn professional letters of recommendation.

- Participate in contacting prospective students.
- Assist and/or plan projects, special events, and holiday functions.

- Maintain a minimum of six (6) credit hours per term.
- Maintain a cumulative grade point average of 2.5 at Stark State College.

- Be a member of a select group of student leaders.

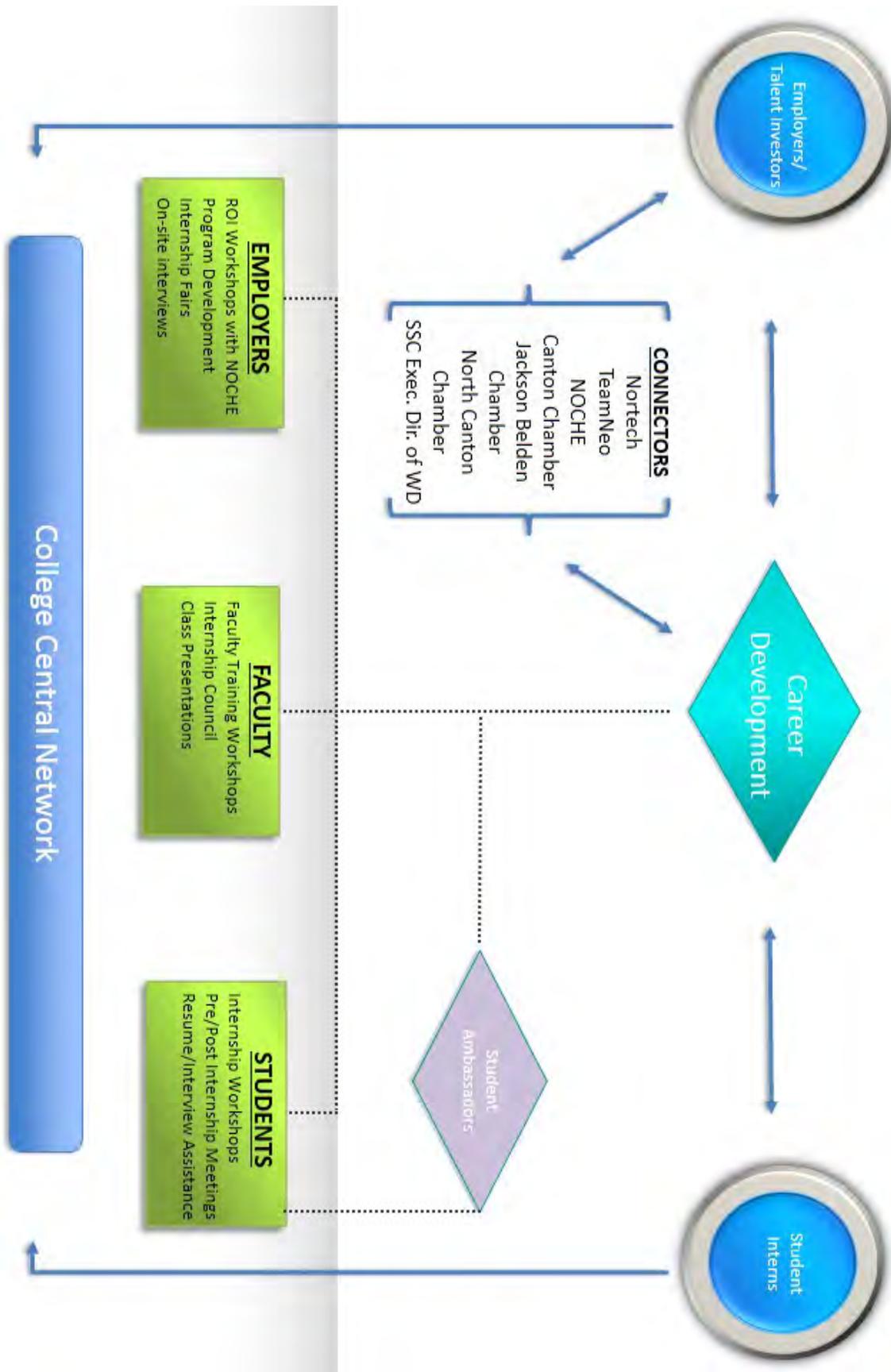
- Assist with commencement activities.

- Be involved with other student clubs and/or organizations on campus.

- Increase employability skills and enhance your resume with quality experience.

- Participate in college community outreach programs.
- Participate as a panelist for on/off campus activities.

- Demonstrate leadership qualities, strong communication skills, and responsible decision-making.



Assessment and Improvement Plan

The internship program has mechanisms in place for employers and students to evaluate their experiences. Additionally, most of the employers who currently engage interns serve on academic Advisory Committees in order to provide the faculty with feedback regarding curriculum, industry trends and needs, as well as intern professionalism and growth. Midterm evaluations completed by existing and newly established employer partners and students will be incorporated into the annual review and reporting process. When possible, the Internship Coordinator will make site visits to discuss the interns stated learning objectives, activities, and progress toward goals.

Project Team’s Formative Evaluation Process: The Project Team and the Advisory Committee will track whether the project is being conducted as planned and what changes, if any, might be necessary to ensure the achievement of project outcomes and activities. The data that is collected will be used to determine the extent to which the project’s goals and objectives are being met. The project team will work with the Internship Advisory Committee and others to facilitate the development of locally designed survey and assessment instruments that will be used by students and faculty to:

- Assess learning gains of students and faculty
- Assess perceptions of the curriculum and implementation of work-based learning
- Assess perceptions of the faculty engagement initiatives, and
- Survey employers to validate and prioritize hard and soft skill requirements for successful internships and engagement of interns.

Ongoing Monitoring of Activities and Impact: As previously described, the data that is reviewed by the project team on a quarterly basis will be used to monitor activities on an ongoing basis and to continuously improve program performance. This will be used as a primary internal review of progress, a prognosis of the program’s likely effects, and as a way to identify necessary adjustments in program design.

The project team and Advisory Committee will monitor the ongoing implementation of the activities, workshops and training sessions. This process will include comparing actual advances made in implementation with the anticipated outcomes, constraints, indicators, sources of verification, and staff responsibilities. Real progress (rate of implementation) will be compared on a regular basis with the planned objectives of this OMIC project, in designated meetings involving relevant staff and stakeholders, as appropriate. Monitoring of activities will be results and impact-oriented in order to capture, on an ongoing basis, the efficacy and continuing relevance of program activities. This will allow the identification of problems and constraints and, where necessary, the proposal of timely corrective actions and alternatives.

Modification of Program Design: Information gained from monitoring in Year 1 will form the basis of planning for Year 2, allowing for fine-tuning of the project design, including modifications of the project, training content and saturation strategies to bring it in line with changing circumstances and experiences.

Summative Evaluation Process: As previously stated, an annual review will be carried out by the project team near the end of each year of the project. The methodology will primarily involve qualitative and quantitative surveys and key informant interviews with project stakeholders such as college administrators; faculty and students; Advisory Committee members; and business partners to gain information, which will provide answers to the following questions:

- Was the project successful?

Appendix D – Additional Items

- Did the project meet the overall engagement and institutionalization goal and objectives?
- What components were most effective and why? If not, why not?
- Were the results worth the cost of the project?
- Is the project design replicable and transportable?
- What was the program's impact on student enrollment, graduation and placement?

These assessments will seek to provide insights, feedback, improvement ideas, and innovations which can make the internship program stronger, more viable, relevant and sustainable.