

<b>Name of Lead Institution (only one)</b>	Youngstown State University
Project Start Date	3/01/2014 (upon funds dispersal)
Interns and/or Co-ops Start Date	5/12/2014
Primary Contact - Individual must be authorized to sign grant contract and legally responsible as representative.	Dr. Scott Martin, Associate Dean for Research. Youngstown State University. 1 University Plaza, Youngstown, OH 44555. 330-941-3091. scmartin@ysu.edu
President/CEO Name	Dr. Randy Dunn
Project Director/s	Dr. Stephen Rodabaugh, Associate Dean, College of Science, Technology, Engineering and Mathematics. Youngstown State University. 1 University Plaza, Youngstown, OH 44555. 330-941-3347. rodabaugh@math.yzu.edu
Are any of the applicants represented by a member of the Advisory Committee? See list at <a href="https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omi/2013-14_CEIA.pdf">https://www.ohiohighered.org/sites/ohiohighered.org/files/uploads/omi/2013-14_CEIA.pdf</a>	Not Applicable
<b>1) Certification by Authorized Official:</b>	
To the best of my knowledge and belief, the information contained in this application is true and correct. The document has been duly authorized to comply with the required assurances.	
Signature:	<i>Scott C. Martin</i>
Dr. Scott Martin, Associate Dean for Research	
Date:	<i>11/13/13</i>

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

<b>2) <u>Administering Entity:</u></b> Grants and Sponsored Programs, Youngstown State University		
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**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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<b>5) Other Partners (please submit separate information for each partner)</b>		
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**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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<b>Program Snapshot</b>		<b>Name, Number or Amount</b>							
JobsOhio key industry/ies – please list		Please see NOTE 1 below.							
JobsOhio region		Northeast Ohio							
Amount of state money requested		<b>\$950,000</b>							
Required match money committed (100% undergrad & 150% grad programs)		<b>\$1,130,280</b>							
Total state money requested divided by number of co-ops or internships created (in whole dollars)		<b>\$4,680</b>							
Total match money obtained divided by number of co-ops/internships created (in whole dollars)		<b>\$5,568</b>							
Total money (state plus match) divided by number of co-ops/internships created (in whole dollars)		<b>\$2,080,280</b>							
Number of business partners		33							
Number of education partners		5							
Number of other partners		5							
<b><i>Add numeric value to each field below</i></b>									
	<b>TOTAL</b>	<b>Wages</b>	<b>Scholarships</b>	<b>Both wages &amp; scholarships</b>	<b>For credit</b>	<b>Not for credit</b>	<b>Required</b>	<b>Optional</b>	<b>Transcribed (all)</b>
<b>Internships created (proposed)</b>	107	\$363,000	\$85,888	\$448,888	82*	25*	50***	57***	107
<b>Co-ops created (proposed)</b>	96	\$913,800	\$80,064	\$993,864	96**	0**	0	96	96
<b>TOTALS</b>	203	\$1,276,800	\$165,952	\$1,442,752	178	25	50	153	203

NOTE 1: JobsOhio key industries include: financial services, information technology, advanced/additive manufacturing, and manufacturing in aerospace & aviation, automotive, biohealth, energy, food processing, polymers & chemicals.

\*NOTE 2: This is difficult to say: we estimate 25 placements at partner career centers for 1 year programs will transcribe, but not with a transcription course.

\*\*NOTE 3: All 96 co-op students are from YSU College of STEM and will transcribe using the co-op course STEM 4891 for 0 s.h., pay a special \$350 course fee, and be registered as full-time students by YSU registrar. NOTE 3 (cont.) They are full-time off campus (40 hours/week),

\*\*\*NOTE 4: This is difficult to estimate: some **PICAM2** consortial institution programs require internships, most do not.

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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**PICAM2 PROPOSAL ABSTRACT**

Youngstown State University  
College of Science, Technology, Engineering, and Mathematics (STEM)  
Williamson College of Business Administration (WCBA)  
Eastern Gateway Community College (EGCC)  
Trumbull Career & Technical Center (TCTC)  
Mahoning County Career & Technical Center (MCCTC)  
Choffin Career & Technical Center (CCTC)  
Columbiana County Career & technical Center (CCCTC)  
Northeast Ohio Council on Higher Education (NOCHE)  
Mahoning Valley Manufacturers Coalition (MVMC)  
Youngstown-Warren Regional Chamber of Commerce (Chamber)  
Youngstown Business Incubator (YBI)  
National Additive Manufacturing Innovation Institute (NAMII)

have joined with 34 business partners (large and small/medium employers) and created the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** to significantly increase number and quality and preparation of transcribed co-ops and internships (CI's) and regional professional employees in advanced manufacturing and related industries in Northeast Ohio, Appalachia, and the Mahoning Valley. This **\$2,144,598** project, with **\$950,000** requested from the Regents, has these key features:

- **PICAM2 96 Co-ops and 107 Internships** To be placed Summer 2014–Spring 2016, in all advanced manufacturing related areas of the 9 JobsOhio key industries, at all student educational levels—graduate, baccalaureate, associate degree, one year programs.
- **PICAM2 Professional Development Suite** This innovative suite of STEM-WCBA and consortium-developed workshops will enhance student career/CI preparation in these areas: Siemens design software training/certification; safety training / OSHA certification; additive/advanced manufacturing; professional communication skills; professional ethics; technology management; project management; leadership; entrepreneurship; international business/exporting. Post-grant, the PD Suite is revenue generating, augmented by a Lean Six-Sigma (Black Belt) workshop, and delivered to both students and regional professional employees to promote advanced manufacturing areas and increase organizational efficiency.
- **PICAM2 Incentives/Recruitment Package** For employers: partial CI wage reimbursement; full reimbursement for high growth start-ups with potential career positions; academic controls via transcription; free CI training from NOCHE; access to some of the best students in North America (e.g., PD Suite preparation, STEM CI's ≥ 3.00 GPA in major); access to YSU research labs/instruments; institutional liability insurance. For students: tuition reimbursement scholarships; flexible CI preparation via PD Suite; STEM-WCBA CI Expo's; professional-level career-related work assured by transcription; full-time status; career pathways; high pay.
- **PICAM2 Programmatic Development / Infrastructure** **PICAM2** provides: PD Suite development; full-time PD administrator; full-time STEM and WCBA Career Liaisons as **PICAM2** project managers (PM's); internal/external assessment evaluators; setting up a regionally unified consortium CI database linked to OhioMeansInternships; employer development travel and faculty/PM site visits; **PICAM2** supported student professional travel.
- **PICAM2 Sustainability Strategies** These include: converting the PD Suite to ten 1 s.h. courses for students and for-profit workshops for regional professional employees; adding for-profit Lean Six-Sigma (Black Belt); merging PD administrator with the Career Liaisons; applying grant-period developed assessment protocols in post-grant period using CEIA and on campus assessment expertise. See Proposal Narrative II.A.

**PROGRAM FOR INTERSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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**PICAM2 PROPOSAL NARRATIVE**

**Part I: Relevancy of PICAM2 Project** Information of the Proposal Abstract is assumed below. Throughout this proposal and its components, reference is made to **PICAM1**—Program for Internships and Co-ops in Advanced Manufacturing and Related Industries, the original YSU-EGCC project funded under OMIC for 2013 and on file with the Regents.

- A. Build Partnerships via PICAM2 to Meet Workforce Needs** **PICAM2** will aggressively build and expand partnerships to meet regional workforce needs. These means will be used:
- (1) Maintain the original **PICAM1** focus on advanced manufacturing and related industries, while expanding PICAM1's outreach in three significant ways:
    - **PICAM2** includes related manufacturing areas in nine JobsOhio targeted industries;
    - **PICAM2** includes all educational levels—graduate, baccalaureate, associate degree, one year certificate/credential programs;
    - **PICAM2** includes technical and career centers as educational partners.
  - (2) Expand well beyond PICAM1 enrolled business partners for PICAM2 This expansion will include both large and small/medium business partners—the latter augmented by efforts of the Ohio Small Business Development Center at YSU, and partnerships with the Youngstown Business Incubator (YBI), Mahoning Valley Manufacturers Coalition, National Additive Manufacturing Innovation Institute (NAMII), Turning Technologies, Fireline TCON, Applied Science and Technology Transfer (AST<sup>2</sup>), and many YBI-developed companies. Cf. the **PICAM1** initial business partner list with that for **PICAM2**.
  - (3) Develop the PICAM2 Professional Development Suite, a suite of 10 STEM-WCBA innovative workshops to be jointly developed and delivered in collaboration with educational and industry partners, and dealing with the following topics:
    - Siemens design software training/certification This workshop will use appropriate modules of the \$440 million design software suite given to YSU's College of STEM by Siemens Corporation.
    - Safety training / OSHA certification Safety in the professional work environment is a priority and this workshop will be delivered by **PICAM2** consortium faculty.
    - Additive/advanced manufacturing This workshop and a new additive manufacturing laboratory in YSU's College of STEM will develop together and link to NAMII in downtown Youngstown.
    - Professional communication/presentation This will draw on the collective expertise of the professional practice offices in STEM, WCBA, and educational partners, along with Human Resource offices of business partners.
    - Professional ethics This will also draw on the collective expertise of the professional practice offices in STEM, WCBA, and educational partners, along with Human Resource offices of business partners.
    - Technology management This will be jointly developed by STEM-WCBA faculty.
    - Project management Development of this workshop will be led by the Office of STEM Based Research and Economic Development housed in the College of STEM.
    - Leadership Development of this workshop will be led by WCBA faculty.
    - Entrepreneurship Development of this workshop will be led by WCBA faculty.
    - International business/exporting Development of this workshop will be led by the Ohio Center for Excellence in International Business housed in WCBA, which includes the Ohio International Trade Assistance Center (ITAC).

After the two-year grant period, the **PICAM2** Professional Development Suite will be augmented by a Lean Six-Sigma course-workshop to help regional small/medium businesses become more competitive and profitable.

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- B. PICAM2 Programmatic Development of Faculty Buy-In** The following tools are being supported and expanded by **PICAM2** to promote faculty participation in academically mentoring student professional practice assignments and the integration of such assignments with curricular development and student academic programs.
- (1) Professional practice transcription courses. These courses are being used by YSU and partner institutions for all students in graduate, baccalaureate, and two-year programs, and students in some one-year programs. Such courses have mechanisms for assuring that student assignments are meaningful both professionally and academically, and similar mechanisms will be employed for one-year programs without transcription courses:
- Faculty advisors, as transcription course instructors, are paid by **PICAM2** according to workload associated with such courses for **PICAM2** assignments, an appealing addition to faculty compensation in the case of Summer CI assignments.
  - Faculty advisors and professional practice coordinators work together to evaluate student-position fit and approve all professional practice contracts.
  - Faculty make site visits and establish relationships with company supervisors benefitting both the student assignment as well as setting up long-term, and possibly research-related, collaborations with company staff; and **PICAM2** promotes such faculty involvement by supporting faculty travel to work sites.
  - Students keep weekly logs to be reviewed by faculty advisors, and, working with their faculty advisors and company supervisors, prepare and make a public presentation of CI work and write a scholarly paper related to their professional experience. If appropriate, such papers may be presented at professional conferences, and **PICAM2** supports such student travel.
  - Appropriate forms from professional practice coordinators give the student, company supervisor, and faculty advisor opportunities to evaluate the worth of **PICAM2** supported experiences: is the assignment meaningful and does it make appropriate use of the student's academic preparation; are students being appropriately prepared to be the career professionals the company needs; and does the student fulfill the professional and academic expectations associated with the student's assignment?
- (2) **PICAM2** Professional Development Suite. PD Suite component workshops (A(3) above) effectively integrate with students' academic programs and enhance their desirability for CI and career placement with regional employers. Some workshops can be tailored to specific academic backgrounds of students in those workshops; e.g., the Siemens design software has a myriad of modules adaptable to a wide variety of student backgrounds. Significantly improving student opportunities will attract faculty buy-in.
- (3) Integration of **PICAM2** with Choose Ohio First Faculty Mentors. YSU's College of STEM hosts the Choose Ohio First Scholarship Program (COFSP) "Student Success in Mathematics", one campus enrichment component of which is mandatory research team projects mentored by STEM faculty. COFSP is strongly supported by STEM faculty. Last year, some COFSP research projects were overseen by STEM faculty in conjunction with company staff in local industries, projects which subsequently led to CI placements supported by the original **PICAM1** grant and supervised by the same faculty and company supervisors.
- (4) **PICAM2** Generated Faculty Manual Based on experiences with implementation of the original **PICAM** grant, a faculty CI manual will be written as part of the implementation of **PICAM2** which outlines the philosophies, processes, logistics of professional practice, along with expectations and benefits for emplaced students and their faculty mentors. It is our experience that when such information is made clear, faculty are supportive and want to participate. Such a manual will help promote and expand faculty support for new and emerging professional practice programs across the **PICAM2** consortium.

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- C. Integration of PICAM2 with Regional Economy The **PICAM2** project is heavily invested in and integrated with the regional economy in Northeast Ohio and Western Pennsylvania:
- (1) The STEM Advisory Council comprises regional business and industry leaders.
  - (2) The Ohio Small Business Development Center at YSU closely connects the WCBA and YSU with regional business and industry leaders.
  - (3) **PICAM2** deepens the historic and close partnerships between each of STEM and WCBA with Mahoning Valley Manufacturers Coalition (MVMC), the Youngstown Business Incubator (YBI), and several companies generated from the YBI.
  - (4) **PICAM2** further develops the central role of both STEM and WCBA in the establishment of the National Additive Manufacturing Innovation Institute (NAMII) and implementation of the Cleveland-to-Pittsburgh TechBelt initiative.
  - (5) **PICAM2** uses longstanding collaborations between YSU and industry and CI advocacy-educational organizations such as NOCHE and the Regional Chamber.
  - (6) **PICAM2** will fully integrate with all Ohio efforts related to TechBelt initiatives, including the partnership between STEM, the West Central Job Partnership (WCJP), and the Ohio-Penn Competitiveness Council funded by the WCJP grant **OH-PA Interstate Regional Manufacturing Internships Clearinghouse (OPMIC)**:
    - **OPMIC** funds building a coherent manufacturing internships program for the federally recognized economic district comprising eastern Ohio and western Pennsylvania and centered around the Youngstown-Warren SMA encompassing Lawrence and Mercer counties in Pennsylvania and Trumbull, Mahoning, and Columbia counties in Ohio.
    - **OPMIC** was awarded to YSU partly because of the merits of the original **PICAM1** funded by OMIC and currently being implemented. **OPMIC** is essentially building a **PICAM1**-like program across state boundaries which focuses on regional manufacturing at baccalaureate, associate, and one-year degree.
    - **PICAM2** fundamentally augments both **OPMIC** and **PICAM1** by creating the **PICAM2** Professional Development Suite (A.3 above) to make Ohio students at all academic levels more competitive for both CI and career placement at Ohio business partners.
- D. Assessment of PICAM2 Supported Student Learning Outcomes Several tools and processes are at hand or will be developed to assess effectiveness of student learning outcomes associated with **PICAM2** supported placements:
- (1) Transcription Courses These courses, both by assigned grades and by the variety of mechanisms described in B(1) above—weekly logs, public presentations, student papers, faculty advisor / company supervisor communications, give consortium professional practice offices valuable feedback which will be used by their coordinators, as well as by the **PICAM2** Project Managers, to assess learning outcome effectiveness.
  - (2) Surveys and Evaluation Forms These tools already exist or are being developed in consortium practice offices to assess student placement quality, employer and student recruiting events, and office operations; and the **PICAM2** Project Managers and Assessment Evaluators ((3),(4)) below) will expand these tools to assess the regional aspects of **PICAM2** and, especially, the PD Suite workshops (A(3) above).
  - (3) Internal PICAM2 Assessment Evaluator A full-time faculty in the School of Engineering Technology within the College of STEM, whose research specializes in assessment of STEM preparatory programs, has agreed to be an internal assessment evaluator and work with professional practice office coordinators and **PICAM2** Project Managers.
  - (4) External PICAM2 Assessment Evaluator An external, well-qualified assessment expert will be hired to conduct evaluations of **PICAM2**.
    - The internal evaluator of (3) will identify and recommend an external evaluator.
    - The external evaluator will conduct a baseline Spring 2014 assessment and a Summer 2016 closeout assessment. Assessment methods and protocols developed for **PICAM2** will continue post-grant and shape post-grant implementation (see II.B).

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- E. Integration of **PICAM2** Supported Experiences into Academic Programs as Bridges to Career Goals Co-ops and internships are extensions of all academic programs, and, as such, further the achievement of the learning outcomes for each degree program. Department chairs and/or faculty, in collaboration with professional practice coordinators, review and approve CI postings, make site visits, work with company supervisors, review student weekly logs and performance evaluations, and issue grades. Feedback from weekly logs, evaluations, surveys, and site visits provide valuable input into curriculum assessment and enhancement processes. Many faculty, staff, company supervisors and other company representatives, interested students, and occasionally local media, attend CI presentations at the end of each semester. Additional factors include the following:
- (1) Cooperation of Professional Practice Staff and Academic Advisors There is close cooperation of professional practice staff and advisors which **PICAM2** will intensify.
    - WCBA Professional Academic Advisors and the Office of Professional Practice are housed together in the WCBA Center for Student Services; and the current **PICAM1** WCBA Liaison also works part-time as an academic advisor.
    - In STEM, the Coordinator of STEM Student Professional Services (SSPS) and the Coordinator of STEM Outreach and Scholarships, housed in the STEM Advising Center, work very closely together. The latter as the COFSP coordinator dedicates each Fall a cohort meeting to CI's at which the former is the featured presenter. The former serves on the COFSP Management Team, and the latter has served on various search committees associated with filling positions funded by **PICAM1** and **OPMIC** (C(6) above). Finally, each Student Orientation And Registration (SOAR) day for new STEM matriculates, conducted by the advisors, includes a presentation by the SSPS Coordinator on CI's and their connections to future careers; and each student and parent is given a placard summarizing timelines for academic progress and CI participation.
    - Similar cooperations between advising and professional practice are in place or in development at consortium institutions.
  - (2) Cooperation of Professional Practice Staff and Career Services An improved collaboration is emerging at YSU between the Office for Career and Counseling Services and the professional practice offices in the College of STEM and the WCBA.
    - Career Services staff are now present at all STEM-WCBA CI Expos; and professional practice staff from STEM and WCBA are present at all Job Expo's and Career Fairs.
    - STEM, WCBA, and Career Services are currently working to develop a common YSU database platform which allows registering CI students and employers for STEM and WCBA as well as registering career placement students and employers and alumni for Career Services. Further, this platform will allow unlimited users to forge a regional database crossing state lines which accommodates the needs of both **OPMIC** (C(6) above) and **PICAM2** consortium educational partners.
    - There will be improved linkage between the **PICAM2** regional database and OhioMeansInternships.
  - (3) Linking CI's to OhioMeansJobs Students completing their **PICAM2** assignments will be instructed to register in OhioMeansJobs, and, in particular, upload the portfolio of their work from their **PICAM2** supported CI to enhance their competitiveness for permanent job postings.

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**Part II: Sustainability of PICAM2 Components**

**A. Financial Plan / Budget Support for PICAM2 Components Beyond Grant Period** This subsection outlines sustainability subsequent to the grant period of critical **PICAM2** program components for which Regents' funds are requested; and the outline below follows, and refers to, the **PICAM2** Budget Narrative which is part of this proposal.

(1) Employer Incentives Special **PICAM2** employer incentives will not be needed post-grant to maintain or increase end-of-grant levels of placement:

- While wage reimbursements are a strategic tool to recruit new employers to place transcribed CI students, it is our observation that once an employer places a transcribed student, they experience the value added of academically controlled assignments and want to do it again even without the incentives. These observations are confirmed by NOCHE's data on this same issue. Reasons in the Mahoning Valley may entail the following: the student pool for regional employers includes some of the best students in North America—YSU STEM students which transcript using co-op or internship courses must have a 3.00 GPA in their major and 2.75 overall, and similar standards obtain in WCBA; YSU and partner institutions carry liability insurance on students registered in transcription courses; and academically controlled assignments include mechanisms for accountability of all parties and set up long term relationships between employers and institutions which facilitates potential research collaborations. These reasons are employer benefits which remain for the post-grant period.
- It should be noted that a regression for wage reimbursements is in place: **PICAM1** is funding 20% wage reimbursements for employers; **PICAM2** calls for 15% wage reimbursements; and post-**PICAM2** will not need such incentives—see first bullet.
- As a result of **PICAM2** strengthening our internal infrastructure in the grant period and the sustaining of that strengthened infrastructure in the post-grant period—see (3,4) below, employer recruitment and training activities will become the responsibility of professional practice staff in STEM and WCBA, which will then have the internal capacity to handle these activities post-grant. Thus the special help of the Regional Chamber and NOCHE will shift post-grant from employer recruitment/training to cultivating more CI positions in Northeast Ohio, the Mahoning Valley, and Appalachia.
- Concerning post-grant recruitment of new employers and program expansion, see Subsection **E** below.

(2) Student Incentives Special **PICAM2** student incentives will not be needed post-grant to maintain and increase end-of-grant levels of placement:

- As more students in a college transcribe their major-related work experiences, a culture of transcription begins to take root as students understand the benefits of such experiences, benefits which remain post-grant: hourly wages for transcribed CI's are comparatively high; documenting CI's on academic transcripts is superior to listing work experiences on résumés; transcribed CI's have superior and more meaningful work assignments; some companies are increasingly requiring either 3 years of previous career employment or transcribed CI's; transcribed positions protect students with liability insurance; and regional and Ohio opportunities established by **PICAM2** improvements in YSU and regional infrastructure remain post-grant.
- Recruitment activities supported by **PICAM2** will remain in place post-grant: STEM-WCBA CI Expo's each term; classroom visits by professional staff; increased mining of student societies and select student groups; and increasing integration of professional practice and the Choose Ohio First Scholarship Program and other scholarship programs.
- Post-grant growth of student participation will rest not only on the factors identified in the previous two bullets, but also on: the regional relationships which **PICAM2** will build between educational partners in the **PICAM2** consortium; the competitive

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advantages of the **PICAM2** Professional Development Suite (Part I.A(3)), which will be continued post-grant—see (3) below.

(3) Programmatic Development / Infrastructure: Component I: Professional Development Suite The Proposal Narrative (Part I.A(3)) describes this central component of **PICAM2** and the Budget Narrative allots \$202,405 to this component, divided between provision of the 10 constituent workshops (\$105,925) and a full-time administrator at the assistant coordinator level (\$96,480) for two years. Post-grant, the PD Suite has no cost and in fact becomes a significant revenue generator:

- The ten workshops become 2-day, 1 s.h. courses for which students register, but still function as workshops for which regional professional employees register for professional development hours. Assuming a roster of 20 students, half taking the course in addition to the bulk rate, and 10 professional employees each paying \$800, **each course/workshop generates \$11,295.40** in instructional fees / workshop fees. The course/workshop faculty absorb the 1 workload hour into their 24 academic year work load (so YSU absorbs this cost), and box lunches will be provided each day for a total cost of **\$600**, yielding a net gain of **\$10,695.40** per course-workshop. Running each course-workshop once per academic year yields **\$106,954** revenue for the 10 courses-workshops. The actual revenue is higher since state subsidies for the 20 students in each course have not been included.
- To the 10 courses-workshops of the post-grant packaging of the PD Suite will be added a once per academic year, 2 week workshop in Lean Six-Sigma training/certification at the Black Belt level for 10 regional professional employees. Each employee will pay **\$4,300** (\$4,000 course + \$300 certification), for **\$43,000** in registration fees. Costs include the instructor (paid for 5 s.h., Masters rate) for **\$4,000**, course materials for **\$3,000** (\$300 per registrant), certification exams for **\$3,000** (\$300 per student), and **\$1,000** in box lunches (\$10 per student for 10 days). This yields **\$32,000** of revenue for each Lean Six-Sigma workshop.
- Total revenue from the post-grant PD Suite is  $\$106,954 + \$32,000 = \underline{\$138,954}$  per academic year.
- The functions of the full-time PD administrator position (direct cost of \$48,240 per academic year) will be absorbed into those of the **PICAM2** STEM Career Liaison and **PICAM2** WCBA Career Liaison, who will work with the YSU Metro College office to provide registration process and oversight for the workshop dimension of the PD Suite; and hence the PD administrator position will not be needed post-grant and the associated \$48,240.cost will not be incurred post-grant.

(4) Programmatic Development / Infrastructure: Component II: **PICAM2** Project Managers

- The **PICAM2** STEM Career Liaison and **PICAM2** WCBA Career Liaison functions and positions will be retained as Project Managers of the **PICAM2** project in the post-grant period. The direct cost of each position is \$48,240 per year or **\$96,480** total per year.
- The cost of the two Career Liaisons is more than covered by the **\$138,954** per academic year from (3)(third bullet), leaving **\$47,474** of income to cover other costs discussed below. College operating budgets could be used as appropriate to insure this remainder of **\$47,474**.
- None of the above includes the income generated by CI transcription courses, registration for which is going up as more and more YSU students transcribe. For example if 100 new STEM students transcribe, 40 co-op and 60 internship, then special course fees—in addition to instructional and general and technology fees—bring in another **\$17,300** per year (\$350 / co-op course, \$85 / internship course). Altogether, there should be **\$64,774** per year to cover remaining post-grant costs of the **PICAM2** project.

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(5) Programmatic Development / Infrastructure: Component III: PICAM2 Support Expenses

- Specific help from NOCHE and the Regional Chamber for training/recruiting more employers will shift post-grant from employer recruitment/training to cultivating more CI positions in Northeast Ohio, the Mahoning Valley, and Appalachia not be needed in the post-grant period; so the recruitment/training cost is not incurred post-grant— see (1) above.
- The function of the external assessment consultant/evaluator will be assumed by internal assessment evaluators from STEM and WCBA (cf. Part I.D(3)) working with on campus assessment expertise. As needed, funds are available from the **\$64,774** available from (4) above to be bring in external evaluators from CEIA.
- The consortium database developed during the post-grant period will be maintained, but the cost will be split between Career Services, STEM, and WCBA, with the latter two paying **\$8,000** per year, which will be covered by the **\$64,774** available from (4) above.
- PD Suite administrator and PM office set-up expenses are not incurred post-grant.
- The faculty part of site visit travel will be partly covered by University travel budgets, and the rest of this travel expense, as well as the rest of the support expenses listed in the Budget Narrative can be covered by the underage of (4) above.
- What are recoverable indirects under the grant will be assumed by YSU post-grant.

**B. Post-Grant Program Assessment Actions to Improve/Grow Student Learning Outcomes / Business Participation / Program Success** There will be a number of tools for continued **PICAM2** assessment in the post-grant period. These tools are of two sorts: those already in development, in emerging professional practice programs like that in STEM and some consorcial partners, and being supported by **PICAM1**, together with those yet to be developed in **PICAM2** in collaboration with our internal and external assessment consultants/evaluators. To recap from Part I.D above, these tools are:

- (1) Assessment Tools in Use or Currently Being Developed Transcription courses and associated mechanisms— assigned grades, weekly logs, public presentations, student papers, faculty advisor / company supervisor communications—give consortium professional practice coordinators, adult education directors, **PICAM2** post-grant Project Managers, and post-grant assessment evaluators (A(5) above) critical tools to assess the effectiveness of student placement within and across consortium institutions as well as permanent career placement. To these tools will be added surveys and evaluation forms already in use or in development in consortium professional practice offices for evaluating STEM-WCBA CI Expos, employer recruitment breakfasts, interview days, and associated Career Services events.
- (2) Assessment Tools to be Developed by PICAM2 The external and internal assessment evaluators (Part I.D(2),(3)), in conjunction with professional practice coordinators, and **PICAM2** PM's will conduct two assessments: the first in S'14 to establish programmatic baselines; and the second in X'16 at the close of the grant period. En route, various programmatic goals and metrics and protocols will be developed in consultation with **PICAM2** Management Team. The second assessment will help shape project direction for the post-grant period and address every aspect of professional practice at YSU and across the region: effectiveness of transcription courses, PD Suite courses/workshops, faculty participation, significance of student assignments, pathway to permanent career placement and/or graduate school, integration with advising and other student services, coordination with scholarship programs, integration with high school CI pipeline programs, employers support and industry advocacy organizations, professional practice coherence across the Mahoning Valley, etc.
- (3) PICAM2 Assessment during Post-Grant Period This is already described in A(5)(second bullet) above.

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- C. Post-Grant Support of PICAM2 through Infrastructure / Advising / Data Management** There are several critical **PICAM2** post-grant infrastructure components. Key to all of them are the **PICAM2** STEM Career Liaison and **PICAM2** WCBA Career Liaison in their various roles as joint **PICAM2** Project Managers (PM's):
- (1) Their respective locations within the Office of STEM Student Professional Services and the WCBA Office of Professional Practice will help to coordinate the two primary YSU centers of professional practice.
  - (2) They will jointly administrate the post-grant PD Suite of workshops: some workshops are primarily STEM related and will be overseen by the STEM Career Liaison, some are primarily WCBA related and will be overseen by the WCBA Career Liaison, and some relate strongly to both Colleges and will be jointly overseen by both Liaisons. In all cases, there will be coordination with the registration capacities of the YSU Metro College.
  - (3) They will jointly liaison with **PICAM2** educational partners throughout the region, and jointly interface with all Ohio-Penn Interstate Region manufacturing internship efforts.
  - (4) They will jointly liaison with **PICAM2** employer partners and industry advocacy organizations throughout the Mahoning Valley and the Ohio-Penn Interstate Region and promote expanded business participation in the post-grant period.
  - (5) They will be part of the close collaboration between their respective Colleges and the Career Services office.
  - (6) Their positions and office operations are funded by the post-grant packaging of the PD Suite as a revenue generator (see A(3)–(5) above).
- D. Post-Grant Development/Sustainability of Faculty Engagement in PICAM2** There will be several mechanisms which promote and support post-grant faculty engagement in the **PICAM2** project (cf. Part I.B(1)–(4)):
- (1) Manual for Faculty Mentors of CI's A professional practice manual for faculty mentors of **PICAM2** CI students will have been completed by the **PICAM2** Management Team which outlines the philosophies, processes, logistics of professional practice, along with expectations and benefits for emplaced students and their faculty mentors. It is our experience that when such information is made clear, faculty are supportive and want to participate. This manual will be distributed to educational partners across the region.
  - (2) Faculty Compensation for Mentoring PICAM2 CI Students For graduate, baccalaureate, and associate programs, CI mentoring will be done via transcription courses for which faculty receive workload credit. This will continue post-grant with the costs borne by the faculty's institution.
  - (3) Faculty Travel to PICAM2 Work Sites Faculty CI mentors are expected to establish relationships with company supervisors, represent their institution in assuring that the work site is safe and the student assignment meaningful, and leverage such relationships for potential research collaboration whenever appropriate. Preliminary travel to new employer partners before the work assignment, and travel to employers in mid-assignment, are therefore expected of faculty mentors except in rare cases (e.g., a student co-op in South Korea). Such travel will be funded under **PICAM2** in the grant period (see Budget Narrative), and will continue to be funded in the post-grant funding through the revenue generated by the post-grant repackaging of the PD Suite (see A(5) above).
  - (4) Post-Grant Integration of Choose Ohio First and PICAM2 The pipelining of mandatory COFSP research projects with faculty and (sometimes) company supervisors into CI experiences whenever appropriate is a priority and will continue and expand into the post-grant period.

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- E. Post-Grant Development/Sustainability of Job Development Capacities / Business Participation The **PICAM2** project will put in place, during the grant period, several components which will be sustained in the post-grant period and will promote job development capacities in advanced manufacturing and related industries along with increased business participation:
- (1) **PICAM2** STEM / WCBA Career Liaisons **PICAM2** during the grant period will forge new relationships with business partners, and the Liaisons will assist the STEM and WCBA professional practice coordinators with this activity and in its continuation and expansion in the post-grant period. The momentum and visibility developed as a result of **PICAM2** will enable YSU to continue to expand CI assignments and employers in JobsOhio key industries.
  - (2) Regional CI/Career Database The combined efforts of the **PICAM2** project during the grant period and the newly beginning federally funded **OPMIC** grant will result in a common, interstate region database which will promote one-stop shopping for employers with respect to professional practice placements and permanent career placements. Further, during the grant period, means will have been developed for linking this database to NEOIntern, OhioMeansInternships, and OhioMeansJobs. The maintenance of this database will be funded by revenues generated by the post-grant PD Suite (A(3) above).
  - (3) STEM-WCBA CI Expo's/Events STEM-WCBA CI Expos, on campus interviews, and other recruiting events, some in cooperation with Career Services, will continue and expand in the post-grant period. Some of this activity will be funded by YSU and some by the revenues generated by the post-grant PD Suite.
  - (4) Professional Development Suite of Course-Workshops The PD Suite of workshops developed in the grant period will repackage as a revenue-generating suite of course-workshops (see A(3) above), add an extended course-workshop in Lean Six-Sigma, and target professionals in regional companies along with students from educational institutions. It will attract new business partners and promote job development:
    - The post-grant PD Suite will generally promote better student placements and provide companies with better prepared career professionals. It will also improve career professionals already at regional companies and give them meaningful ways to acquire professional development hours.
    - The post-grant PD Suite will promote advanced and additive manufacturing in the region and thereby promote more and better jobs in the emerging Cleveland-to-Pittsburgh TechBelt. Critical to this will be the Siemens course-workshop and advanced/additive course-workshop.
    - The addition of the Lean Six-Sigma course-workshop is a significant opportunity for small/medium businesses, whose management may not have had such training, the opportunity to improve their operations and be more competitive.
    - The mixing together of students and company professionals in these courses-workshops promotes networking, more effective CI placement, and better subsequent career placement.
    - The post-grant PD Suite is revenue-generating and supports the continuation of key **PICAM2** infrastructure components (see A(3) above).

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**Implementation Schedule**

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

<b>Term</b>	<b>Grant Activities</b>
Spring 2014	(0) employer recruitment/training breakfasts and employer recruitment at CI Expo; (1) student recruitment at CI Expo, Choose Ohio First meetings, and partner campuses; (2) begin <b>PICAM2</b> consortium meetings; (3) employer/student registration in database; student preparation for Summer 2014 placements; (4) hire outside evaluator and conduct first assessment by internal/external evaluators; (5) set up needed <b>PICAM2</b> accounts in Grants Accounting; (6) initiate search processes for PD Suite administrator and two <b>PICAM2</b> Career Liaisons; (7) begin <b>PICAM2</b> consortium meetings; (8) faculty orientation/site visits for Summer 2014 placements; (9) review/sign CI contracts; (10) CI presentations
Summer 2014	(0) student recruitment at partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) continue <b>PICAM2</b> consortium meetings; (4) employer/student registration in database; student preparation for Fall 2014 placements; (5) PD Suite administrator organizes faculty and industry instructors for Fall workshops and workshops are assessed/revised; (6) student registrations for Fall 2014 workshops using YSU Metro College; (7) Liaisons initiate database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Fall 2014 placements; (9) faculty orientation and initial site visits for Fall placements; (10) review/sign CI contracts; (11) CI presentations
Fall 2014	(0) employer recruitment at CI Expo and student recruitment at CI Expo, Choose Ohio First meetings, and partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) continue <b>PICAM2</b> consortium meetings; (4) employer/student registration in database and student preparation for Spring 2015 placements; (5) PD Suite administrator organizes faculty and industry instructors for Spring 2015 workshops and workshops are assessed/revised; (6) student registrations for Spring 2015 workshops using YSU Metro College; (7) Liaisons continue database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Spring 2015 placements; (9) faculty orientation and initial site visits for Spring 2015 placements; (10) review/sign CI contracts; (11) CI presentations
Spring 2015	(0) employer recruitment at CI Expo and student recruitment at CI Expo, Choose Ohio First meetings, and partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) continue <b>PICAM2</b> consortium meetings; (4) employer/student registration in database / student preparation for Summer 2015 placements; (5) PD Suite administrator organizes faculty and industry instructors for Summer 2015 workshops and workshops are assessed/revised; (6) student registrations for Summer 2015 workshops using YSU Metro College; (7) Liaisons continue database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Summer 2015 placements; (9) faculty orientation and initial site visits for Summer 2015 placements; (10) review/sign CI contracts; (11) CI presentations
Summer 2015	(0) student recruitment at partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) continue <b>PICAM2</b> consortium meetings; (4) employer/student registration in database and student preparation for Fall 2015 placements; (5) PD Suite administrator organizes faculty and industry instructors for Fall 2015 workshops and workshops are assessed/revised; (6) student registrations for Fall 2015 workshops using YSU Metro College; (7) Liaisons continue database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Fall 2015 placements; (9) faculty orientation and initial site visits for Fall 2015 placements; (10) review/sign CI contracts; (11) CI presentations
Fall 2015	(0) employer recruitment at CI Expo and student recruitment at CI Expo, Choose Ohio First meetings, and partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) continue <b>PICAM2</b> consortium meetings; (4) employer/student registration in database and student preparation for Spring 2016 placements; (5) PD Suite administrator organizes faculty and industry instructors for Spring 2016 workshops and workshops are assessed/revised; (6) student registrations for Spring 2016 workshops using YSU Metro College; (7) Liaisons continue database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Spring 2016 placements; (9) faculty orientation and initial site visits for Spring 2016 placements; (10) review/sign CI contracts; (11) CI presentations
Spring 2016	(0) employer recruitment at CI Expo and student recruitment at CI Expo, Choose Ohio First meetings, and partner campuses; (1) students do <b>PICAM2</b> CI experiences; (2) mid-term faculty site visits; (3) <b>PICAM2</b> consortium meetings to begin <b>PICAM2</b> grant closeout; (4) employer/student registration in database and student preparation for Summer 2016 placements; (5) PD Suite administrator leads faculty and industry instructors in reorganizing PD Suite into revenue-generating course-workshops to be operational for Fall 2016 semester; (6) student registrations for Fall 2016 workshops using regular registration and regional professionals to use YSU Metro College; (7) Liaisons continue database training for partner campuses; (8) Liaisons work with partner campuses to register employers/students for Summer 2016 placements; (9) faculty orientation and initial site visits for Summer 2016 placements; (10) review/sign CI contracts; (11) CI presentations; (12) external assessment evaluator returns, makes assessment protocol and makes final assessment; (13) PI and Management Team write <b>PICAM2</b> grant closeout report; (14) PI files closeout report with Regents

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**PICAM2 Budget Narrative**

The **PICAM2** grant request of **\$950,000** from the Regents will support **107 transcribed internships** (300 hour placements) and **96 transcribed co-ops** (600 hour placements), in key Ohio advanced manufacturing and related industries identified in the Proposal Abstract Narrative, and distributed by the **PICAM2** Management Team across YSU colleges (STEM, WCBA) and educational partner institutions listed in application cover pages. Pledged **employer student wages**, determined from employer support letters, **total \$1,276,800**.

Employers are to be compensated **\$15** for each **\$100** in co-op/internship (CI) compensation, with the exception of **5** internships reimbursed at 100% (up to \$4,500 each) for selected start-ups in high-growth industries in which these positions will likely become paid, permanent positions; and free ROI employer training by NOCHE (see three paragraphs below). These incentives, especially the 15% student wage reimbursements, are strategic in recruiting new Ohio employers to host transcribed, paid students. **Employer match from CI compensation** is  $0.85 \times (\$1,276,800 - \$22,500) = \mathbf{\$1,085,280}$ , to which is added **employer fees** of **\$25,000** for the S'2014, F'2014, S'2015, F'2015 STEM/WCBA CI Expo's, plus **\$20,000** from a current AT&T grant for high school internships, for **total employer match** of **\$1,130,280**.

The **PICAM2** request of **\$950,000** expends in several ways. **First, PICAM2 incentives** comprise employer incentives of  $0.15 \times \$1,276,800 = \mathbf{\$191,520}$ , along with 5 fully subsidized internships of **\$22,500**, for a **total employer reimbursement incentive** of **\$214,020**, along with tuition reimbursement scholarships for 178 undergraduate CI students are \$834 for each student placement and \$700 program cost reimbursement for 25 graduate interns for a **total student incentive** of **\$165,952**. These incentives total **\$379,972**, less than 40% of **\$950,000**.

**Second, PICAM2** funds of **\$494,028** for **programmatic development / infrastructure** partitions into **three** parts: **\$202,405** for creating the **PICAM2 Professional Development Suite** described in Program Narrative (I.A(3))—\$105,925 for delivering the 10 constituent workshops and \$96,480 for a full-time PD administrator; **\$192,960** for full-time STEM **PICAM2** Career Liaison and WCBA **PICAM2** Career Liaison who jointly function as **PICAM2** project managers (PM's); and **\$98,663** for **PICAM2 Support Expenses**, including NOCHE and Regional Chamber training/recruiting more employers (\$25,000), hiring an external assessment consultant/evaluator (\$20,000), setting up a regionally unified consortium database (\$12,000) linked to OhioMeansInternships, PD administrator and PM offices set-up expenses (\$12,000), **PICAM2** publicity/events (\$9,000), employer development travel and faculty/PM site visits (\$10,000), **PICAM2** supported student travel (\$10,663). Note **\$494,028** is greater than 52% of **\$950,000**.

**Third, PICAM2** funds of **\$76,000** go to recoverable indirects. The activities of the preceding paragraph incur **\$140,318** of indirects, which when capped by 8% of **\$950,000**, yield **\$76,000** of recovered indirects, leaving **\$64,318** of unrecovered indirects to be covered by YSU.

Total **PICAM2** project cost is **\$2,144,598**, coming from employer match (**\$1,130,280**), grant request (**\$950,000**), and unrecovered indirects (**\$64,318**).

Sustainability is built upon significant revenues generated from converting the PD Suite to ten 1 s.h. courses for students and for-profit workshops for regional professional employees, along with the addition of a for-profit, high-level, two week Lean Six-Sigma (Black Belt). At the same time, PD administrator functions will be merged into the PM positions in STEM and WCBA, taking advantage of the registration capacities of the YSU Metro-College, thereby converting 3 full-time positions into 2 full-time positions; and grant-period developed assessment protocols will be continued using CEIA and on-campus expertise. See Program Narrative (II.A).

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

Activity	Total	Regents Funds	Business Funds Match*	Applicant Funds	Education Partner Funds	Name of Education Partners	Other Partner Funds	Name of Other Partners
Personnel	\$354,765	\$354,765						
Supplies	\$33,000	\$33,000						
Purchased Services	\$85,600	\$85,600						
Travel	\$20,663	\$20,663						
Scholarships	\$165,952	\$165,952						
Employer Salaries	\$1,085,280		\$1,085,280					
Other Employer Contributions	\$45,000		\$45,000					
Other (Describe)	\$214,020	\$214,020						
Subtotal	\$2,004,280	\$874,000	\$1,130,280					
Indirect Costs 8% or less	\$140,318	\$76,000		\$64,318				
<b>TOTAL</b>	<b>\$2,144,598</b>	<b>\$950,000</b>	<b>\$1,130,280</b>	<b>\$64,318</b>				

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

NOTE: Business Funds Match figured as follows:

(1) Total pledged Employer Salaries are \$1,272,800.

Since 15% of student wages are reimbursed to employers, only 85% of salaries is counted for match.

\$1,085,280 is match from student salaries.

(2) Other Employer Contributions: \$45,000.

Includes \$25,000 from Fees for 4 STEM-WCBA CI Expos and \$20,000 from AT&T CI pipelining grant.

NOTE: Indirect Costs figured as follows:

Total Indirect Costs of project = \$140,318.

Requested funds for Indirects (capped per RFP) = \$76,000 (8% of \$950,000).

Balance: Unrecovered Indirect Costs = \$64,318.

NOTE: Supples need for programmic expenses: \$33,000.

NOTE: Purchased Services: \$85,000.

Includes NOCHE (\$20,000), Chamber recruitment (\$5,000), Assessment consultants (\$20,000), and other services.

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

<b>Employer Name</b>	<b>Total Intern &amp; Co-op Wages</b>	<b># of Intern Positions</b>	<b># of Co-op Positions</b>	<b>Amount of Other Employer Contributions</b>
Applied Systems and Technology Transfer (AST2)	\$33,600	8	0	
Bruce & Merrilees	\$33,600	0	4	
Catacel	\$48,000	0	5	
Dawn, Inc	\$24,000	5	1	
Delphi	\$228,000	0	20	
Diebold	\$22,800	0	2	
DRS	\$18,000	6	0	
Farmer National Bank	\$18,000	6	0	
Fireline	\$18,000	4	0	
First Energy	\$342,000	0	30	
FlexStrut	\$3,000	1	0	
Gasser Chair	\$28,800	0	4	
GBS	\$50,400	4	4	
Gem-Young	\$12,000	4	0	
General Motors	\$90,000	0	6	
Girard Machine Company	\$7,200	2	0	
IES	\$9,000	2	0	
Jaminet	\$12,600	4	0	
Mahoning Valley Manufacturing Coalition	TBD	0	10	
Materials Research Laboratories	\$19,200	8	0	
Mercury Plastics	\$18,000	4	0	
NAMII/America Makes	TBD	TBD	TBD	
Northern States Metals	\$31,200	13	0	
Simmers Crane Design and Services	\$18,000	0	2	

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

The Learning Egg	\$18,000	2	2	
Treemen Industries	\$19,800	2	2	
Turning Technology	\$42,000	14	0	
VacuForm	\$50,400	8	2	
Window Depot	\$25,200	2	2	
Youngstown Business Incubator	\$36,000	8	0	
<b>Total # of Employers Goes Here</b>	<b>\$1,276,800</b>	<b>107</b>	<b>96</b>	<b>0</b>

NOTE: There are additional employers included in the business partners list and their respective letters of commitment in the appendices. However, only those employers who committed by 11/8/13 are included in this list and accounted for in the budget.



November 22, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

ABB is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and ABB. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at ABB often transition to full time employment, which is beneficial to the intern and ABB.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with ABB projects and daily business activity. ABB also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and ABB staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and ABB.

## ABB Inc.

Power Generation Business Unit  
Power Systems Division  
North American Region

29801 Euclid Avenue  
Wickliffe, Ohio 44092, USA

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



We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is **estimated** to hire **PICAM2** co-ops and internships per our markings in the following table, with **estimated** hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	Approximately 4 full-time placements at approx. \$16.50 / hr	0 part-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	Approximately 4 full-time placements at approx. \$16.50 / hr	0 part-time placements at approx. \$____ / hr

It should be understood that actual placements and wages at ABB may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

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

ABB Inc.

Power Generation Business Unit  
Power Systems Division  
North American Region

29801 Euclid Avenue  
Wickliffe, Ohio 44092, USA

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



Applied Systems and Technology Transfer

October 31, 2013

Dr. Stephen E. Rodabaugh, Associate Dean of STEM
2285 Moser Hall, Youngstown State University
One University Plaza
Youngstown, OH 44555-3347

Re: Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II

Dear Dr. Rodabaugh:

Applied Systems & Technology Transfer, LLC (AST2) is pleased to be a business partner with the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2) proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry associations for funding under the Ohio Means Internships and Co-ops program.

AST2's primary product is the INVENTORcloud Program, a portfolio of curricula for K-12 and post-secondary education that integrates 21st century and technical skills with additive and scientific equipment and processes which students use in project-based learning.

AST2 is committed to co-ops and internships and intend to hire more students over the next two years and beyond. AST2 proposes to hire PICAM2 co-ops and internships (please note actual placements may vary):

Table with 3 columns: Summer-Spring Calendar Year, Full-Time Placements (40 Hr/Week), and Part-Time Placements (20 Hr/Week). Rows show data for Summer 2014-Spring 2015 and Summer 2015-Spring 2016.

AST2 looks forward to participating as a business partner in PICAM2 and supporting these quality academic institutions and their students in their educational and professional endeavors.

Sincerely,

Handwritten signature of Julie Michael Smith

Julie Michael Smith, Executive Vice President

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

24 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Bruce & Merrilees is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Bruce & Merrilees. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Bruce & Merrilees often transition to full time employment, which is beneficial to the intern and us.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Bruce & Merrilees projects and daily business activity. Bruce & Merrilees also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Bruce & Merrilees staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Bruce & Merrilees.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	<u>  2  </u> full-time placements at approx. \$ <u>14</u> / hr	<u>      </u> part-time placements at approx. \$ <u>   </u> / hr
Summer 2015–Spring 2016	<u>  2  </u> full-time placements at approx. \$ <u>14</u> / hr	<u>      </u> part-time placements at approx. \$ <u>   </u> / hr

It should be understood that actual placements and wages at Bruce & Merrilees may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Joseph Smaldino  
Talent Manager



catacel™

Driving Reaction Technology

ISO 9001:2008 w/Design

William A. Whittenberger  
President & CTO  
waw@catacel.com

B: 330-298-7005 x108  
C: 330-219-7250  
F: 330-298-7013

November 7, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Catacel Corp. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Catacel. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Catacel often transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Catacel projects and daily business activity. Catacel also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Catacel staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Catacel.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships as follows:

Summer 2014 – Spring 2015, 2 full-time placements @ approx. \$16/hr.

Summer 2015 – Spring 2016, 3 full-time placements @ approx. \$16/hr.

It should be understood that actual placements and wages at [Name of Company] may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Very truly yours,

William A. Whittenberger  
President & CTO, Catacel Corp.

Catacel Corp. • 785 North Freedom Street • Ravenna, OH 44266

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

Dawn Incorporated  
106 E Market St, Ste 505  
Warren, OH 44481  
P: 330.652.7711  
F: 330.652.7714

Dawn Incorporated Southwest  
2500 Louisiana Blvd. NE  
Suite LL225  
Albuquerque, NM 87110  
P: 505.884.4049

Dawn Incorporated Midwest  
1609 Swift Ave.  
Suite 400  
North Kansas City, MO 64116  
P: 816.421.1447



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

November 7, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Dawn Incorporated is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Dawn Incorporated. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Dawn Incorporated often transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Dawn Incorporated projects and daily business activity. Dawn Incorporated also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Dawn Incorporated staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Dawn Incorporated.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Dawn Incorporated  
 106 E Market St, Ste 505  
 Warren, OH 44481  
 P: 330.652.7711  
 F: 330.652.7714

Dawn Incorporated Southwest  
 2500 Louisiana Blvd. NE  
 Suite LL225  
 Albuquerque, NM 87110  
 P: 505.884.4049

Dawn Incorporated Midwest  
 1609 Swift Ave.  
 Suite 400  
 North Kansas City, MO 64116  
 P: 816.421.1447



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

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	_____ full-time placements at approx. \$____ / hr	__2__ half-time placements at approx. \$__10__ / hr
Summer 2015–Spring 2016	__1__ full-time placements at approx. \$__15__ / hr	__3__ half-time placements at approx. \$__10__ / hr

It should be understood that actual placements and wages at Dawn Incorporated may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Dawn R. Ochman, President



**DAWN** incorporated  
*We Move Mountains*

# DELPHI

November 5, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu) , [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)

Dear Dr. Rodabaugh:

Delphi is pleased to be a business partner with the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2) proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the Ohio Means Internships and Co-ops program. Our experience with co-ops and internships has been positive and rewarding for both the students and Delphi. We fully support co-ops and internships for many reasons including the following:

- Human Resource Assistance—Interns who excel during their professional practice time at Delphi often transition to full time employment, which is beneficial to both the intern and Delphi.
- Education Opportunities— Interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity Delphi also benefits from the fresh perspectives that interns often provide.
- Partnerships with Higher Education—Positive relationships develop between educational institutions and Delphi, which not only enhance the professional practice experiences and career opportunities for students, but also facilitates research collaboration between the educational institutions and Delphi.

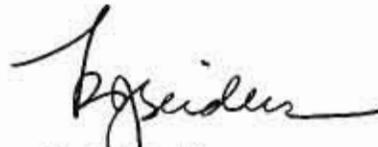
We are committed to co-ops and internships and plan to hire 10 full time (40 hrs/week) PICAM2 students at approximately \$19/hour (actual wage is dependent on student's class year) for the summers of 2014 and 2015.

We look forward to participating as a business partner in PICAM2 and helping this program succeed.

Sincerely,



Stephen V. Duca  
Vice President of Engineering  
Delphi Electrical/Electronic Architecture



Robert Seidler  
Director of Core Engineering  
Delphi Electrical/Electronic Architecture



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

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

November 7, 2013

**Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Diebold, Incorporated is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Diebold, Incorporated. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the Diebold often transition to full time employment, which is beneficial to the intern and Diebold.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Diebold's projects and daily business activity. Diebold also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Diebold staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Diebold.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	__1__ full-time placements at approx. \$19__ / hr	____ half-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	__1__ full-time placements at approx. \$19__ / hr	____ half-time placements at approx. \$____ / hr

It should be understood that actual placements at Diebold, Incorporated may vary from what is indicated in the above table.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Cierra Graham  
Talent Acquisition Specialist



Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

4 November 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Data Recovery Services is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and DRS. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at DRS often transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with DRS projects and daily business activity. DRS also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and DRS staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and DRS.



We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	__0__ full-time placements at approx. \$____ / hr	__3__ half-time placements at approx. \$_10__ / hr
Summer 2015–Spring 2016	__0__ full-time placements at approx. \$____ / hr	__3__ half-time placements at approx. \$_10__ / hr

It should be understood that actual placements and wages at DRS may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Christina Mott  
Accounting Manager



Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347

October 31, 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Farmers National Bank is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Farmers National Bank. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Farmers National Bank have the opportunity to transition to full time employment, which is beneficial to the intern and our Farmers National Bank.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Farmers National Bank projects and daily business activity. Farmers National Bank also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Farmers National Bank staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Farmers National Bank.

*Human Resources Department ❖ 20 South Broad Street ❖ PO Box 555 ❖ Canfield, OH 44406-0555*

*Toll Free: 1-888-988-3276 ❖ Ph. (330) 533-3341 ❖ Web Site: [www.farmersbankgroup.com](http://www.farmersbankgroup.com)*



We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	<u>2/3</u> half-time placements at approx. \$ <u>10</u> / hr
Summer 2015–Spring 2016	<u>2/3</u> half-time placements at approx. \$ <u>10</u> / hr

It should be understood that actual placements and wages at [Name of Company] may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Jennifer Gavalier  
Employment Administrator  
Farmers National Bank

*Human Resources Department ❖ 20 South Broad Street ❖ PO Box 555 ❖ Canfield, OH 44406-0555*

*Toll Free: 1-888-988-3276 ❖ Ph. (330) 533-3341 ❖ Web Site: [www.farmersbankgroup.com](http://www.farmersbankgroup.com)*



ISO 9001:2008 Certified Processes



October 30, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347

Re: Support for the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)

Dear Dr. Rodabaugh:

Fireline is pleased to be a business partner with the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2) proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the Ohio Means Internships and Co-ops program. Our experience with co-ops and internships has been very positive and rewarding for both students and Fireline. We fully support co-ops and internships for the reasons including the following:

- Human Resource Assistance - Interns who excel during their professional practice time at the Fireline find greater opportunities when transitioning to full time employment.
- Education Opportunities - Our interns benefit from integrating their formal education with hands-on involvement with Fireline's projects and daily business activities. Fireline also benefits from the fresh perspectives that interns often provide.
- Partnerships with Higher Education - Positive relationships develop between educational institutions and Fireline's staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Fireline.

We are committed to supporting co-ops and internships programs within this region of Ohio, and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire PICAM2 co-ops and internships per the following table:

***FIRELINE, INC.***

300 Andrews Avenue  
Youngstown, Ohio 44505  
Ph: 330.743.1164 Fax: 330.743.3117



<u>Summer–Spring Calendar Year</u>	<u>Part-Time Placements (30 hours or less per week)</u>
Summer 2014 – Spring 2015	two part-time placements at \$15 per hour
Summer 2015 – Spring 2016	two part-time placements at \$15 per hour

It should be understood that actual placements and wages at Fireline may vary from what is indicated in the above table, depending upon business conditions, and that the above is a good faith estimate.

We look forward to participating as a business partner in PICAM2 and helping this program succeed.

Sincerely,



Klaus-Markus Peters  
Director of Engineering



30 October 2013

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

FirstEnergy is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and FirstEnergy. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at FirstEnergy often transition to full time employment, which is beneficial to the intern and FirstEnergy.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with FirstEnergy projects and daily business activity. FirstEnergy also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and FirstEnergy staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and FirstEnergy.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond from several of our targeted schools. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	___11-15___ full-time placements at approx. \$___17-19___ / hr	_____ half-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	___11-15___ full-time placements at approx. \$___17-19___ / hr	_____ half-time placements at approx. \$____ / hr

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It should be understood that actual placements at FirstEnergy may vary from what is indicated in the above table.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Tonya L. Horn  
Human Resources, College Recruiting Program Lead



Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

31 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Flex-Strut is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Flex-Strut. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their time at Flex-Strut often transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Flex-Strut’s projects and daily operations.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Flex-Strut staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Flex-Strut.

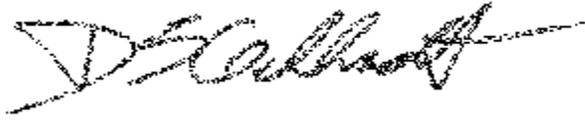
We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	_____ full-time placements at approx. \$____ / hr	_____ half-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	_____ full-time placements at approx. \$____ / hr	<u>  1  </u> half-time placements at approx. \$ <u>  10  </u> / hr

It should be understood that actual placements and wages at Flex-Strut may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Gebhardt", with a long horizontal flourish extending to the right.

Douglas S. Gebhardt  
VP Finance

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

31 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Gasser Chair Company is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Gasser Chair. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the Gasser Chair often transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Gasser Chair projects and daily business activity. The Company also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Gasser Chair staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Gasser.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:



<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	1-2 full-time placements at approx. \$12 / hr	_____ half-time placements at approx. \$_____ / hr
Summer 2015–Spring 2016	1-2 full-time placements at approx. \$12 / hr	_____ half-time placements at approx. \$_____ / hr

It should be understood that actual placements and wages at Gasser Chair may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Anita Bees  
 Human Resources  
 Gasser Chair Co., Inc.



WE HAVE A SOLUTION FOR THAT.

October 30, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The GBS Coproration is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and GBS Coproration. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the [Name of Company] often transition to full time employment, which is beneficial to the intern and our [Name of Company].
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with [Name of Company] projects and daily business activity. The [Name of Company] also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and [Name of Company] staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and [Name of Company].

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40-Hr/Week)	Part-Time Placements (20-Hr/Week)
Summer 2014–Spring 2015	2 full-time placements at approx. \$ <u>12-14</u> / hour	<u>2</u> half-time placements at approx. \$ <u>12-14</u> / hour
Summer 2015–Spring 2016	<u>2</u> full-time placements at approx. \$ <u>12-14</u> / hour	<u>2</u> half-time placements at approx. \$ <u>12-14</u> / hour



*WE HAVE A SOLUTION FOR THAT.*

It should be understood that actual placements and wages at GBS may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Ostapiak".

Jennifer Ostapiak  
HR Generalist, GBS



www.gemyoung.com

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

25 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Gem-Young Insurance & Financial Services, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Gem-Young. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Gem-Young often transition to full time employment, which is beneficial to the intern and our Gem-Young.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Gem-Young projects and daily business activity. Gem-Young also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Gem-Young staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Gem-Young.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

3792 Starr's Centre Drive • Canfield, Ohio 44406 • 330-533-7941 • Fax 330-533-4087 • 1-800-GEM-YOUNG

2287 Salem-Warren Rd. • North Jackson, Ohio 44451-0515 • 330-538-2158 • Fax 330-538-0471

15387 State Route 170 • East Liverpool, Ohio 43920 • 330-385-7777 • Fax 877-874-5547



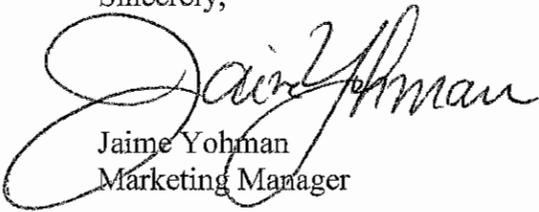
www.gemyoung.com

Summer-Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014-Spring 2015	_____ full-time placements at approx. \$ ____ / hr	<u>2</u> half-time placements at approx. \$ <u>10</u> / hr
Summer 2015-Spring 2016	_____ full-time placements at approx. \$ ____ / hr	<u>2</u> half-time placements at approx. \$ <u>10</u> / hr

It should be understood that actual placements and wages at Gem-Young may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Jaime Yohman  
Marketing Manager



**GIRARD MACHINERY SALES COMPANY**  
 Steel Fabrication • Machine Work • Pressure Vessels

Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

5 November 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Girard Machine Co., Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Girard Machine Co. Inc. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Girard Machine Co. often transition to full time employment, which is beneficial to the intern and our Girard Machine Co.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Girard Machine projects and daily business activity. Girard Machine Co. also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Girard Machine Co. staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Girard Machine.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer-Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014-Spring 2015	_____ full-time placements at approx. \$ ____ / hr	(1) half-time placements at approx. \$12.00/ hr
Summer 2015-Spring 2016	_____ full-time placements at approx. \$ ____ / hr	(1) half-time placements at approx. \$12.00 / hr



**GIRARD MACHINERY SALES COMPANY**  
Steel Fabrication - Machine Work - Pressure Vessels

It should be understood that actual placements and wages at Girard Machine Co., Inc. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Thomas B. Malito  
Vice President

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

25 October 2013

**Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

General Motors Co. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and GM. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the [Name of Company] often transition to full time employment, which is beneficial to the intern and General Motors.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with GM projects and daily business activity. GM also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and GM staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and GM.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer-Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	___3___ full-time placements at approx. \$25.00___ / hr	_____ half-time placements at approx. \$___ / hr

**LORDSTOWN ASSEMBLY**

**Lordstown Complex**

Summer 2015–Spring 2016	___3___ full-time placements at approx. \$25.00___ / hr	_____ half-time placements at approx. \$___ / hr
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It should be understood that actual placements and wages at General Motors Co. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Mary Ann Murberger  
 GM Lordstown Education and Training Coordinator

**LORDSTOWN COMPLEX**

November 14, 2013

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

**Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

HDT Expeditionary Systems, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and HDT Expeditionary Systems Inc. We fully support co-ops and internships for the reasons including the following:

- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with HDT Expeditionary Systems, Inc. projects and daily business activity. HDT Expeditionary Systems, Inc. also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and HDT Expeditionary Systems, Inc. staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and our company.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire PICAM2 co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	2 full-time placements at approx. \$ 12 - \$14/ hr	_____ half-time placements at approx. \$ ____ / hr
Summer 2015–Spring 2016	2 full-time placements at approx. \$12 - \$14/ hr	_____ half-time placements at approx. \$ ____ / hr

It should be understood that actual placements and wages at HDT Expeditionary Systems may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in PICAM2 and helping this program succeed.

Sincerely,

A handwritten signature in blue ink that reads "Michelle Barry". The signature is written in a cursive style with a long, sweeping tail on the letter "y".

Michelle Barry  
Regional Human Resources Manager  
HDT Expeditionary Systems, Inc.



P.O. Box 89  
464 Lisbon Street  
Canfield, Ohio 44406  
Phone: (330) 533-6683  
Fax: (330) 533-7293

Stephen E. Rodabaugh  
Associate Dean of Academic Programs and Outreach  
College of Science, Technology, Engineering, and Mathematics  
2285 Moser Hall  
Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[serodabaugh@ysu.edu](mailto:serodabaugh@ysu.edu)

07 November 7, 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries (PICAM)**

Dear Dr. Rodabaugh:

IES Systems is pleased to continue our support, as a business partner, the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries (PICAM)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and the National Additive Manufacturing Innovation Institute to the Ohio Board of Regents for funding under the **Ohio Means Internships and Co-ops** program.

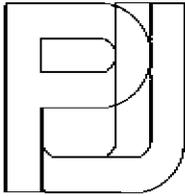
Our previous experience with co-ops and internships has been positive and rewarding for both students and IES Systems. In fact, we hope to retain one of our recent interns and will offer him a full time position after graduation. We fully support co-ops and internships for the following reasons:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the IES Systems often transition to full time employment, which is beneficial to the intern and our IES Systems.
- **Education Opportunities**—our interns benefit from integrating their formal education with hands-on involvement with IES Systems projects and daily business activity. IES Systems also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between the educational institutions and IES Systems' staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and IES Systems.

We are committed to co-ops and internships and intend to hire more students over the next year and beyond; in particular, for calendar year 2014-16. We expect that we would one or two students in each of the following disciplines; Electrical Engineering / Electrical Technology, Software / Computer Science, and Mechanical Engineering at \$10-\$15/ hour. We look forward to participating as a business partner in Youngstown State University's led Program for Internships and Co-ops in Advanced Manufacturing and Related Industries and in helping to make this program a success.

Sincerely,

William Yobi  
Vice President IES Systems



**PHILLIP J. JAMINET ENGINEERING**  
 29 E. FRONT STREET  
 YOUNGSTOWN, OHIO 44503  
 T) 330.747.1999  
 F) 330.747.3535  
 WWW.PJJENGINEERING.COM

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

24 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Phillip J. Jaminet Engineering is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Phillip J. Jaminet Engineering. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the Phillip J. Jaminet engineering have transition to full time employment, which is beneficial to the intern and our company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. Our company also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Phillip J. Jaminet Engineering staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and our company.

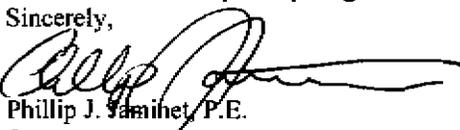
We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	____ full-time placements at approx. \$ ____ / hr	2 part-time placements at approx. \$ 10.50/ hr
Summer 2015–Spring 2016	____ full-time placements at approx. \$ ____ / hr	2 part-time placements at approx. \$ 10.50/ hr

It should be understood that actual placements and wages at Phillip J. Jaminet Engineering may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

  
 Phillip J. Jaminet, P.E.  
 Owner

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

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Mahoning Valley Manufacturers Coalition (MVMC) is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and the MVMC manufacturing members. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at one of our MVMC member companies often transition to full time employment, which is beneficial to the intern and our membership.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with our manufacturing member’s projects and daily business activity. The MVMC companies also benefit from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and our MVMC manufacturing membership staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and MVMC members. We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	<u>   </u> x 1–5 <u>   </u> 6–10 <u>   </u> 11–15	<u>   </u> 1–5 <u>   </u> 6–10 <u>   </u> 11–15

Summer 2015–Spring 2016	<input checked="" type="checkbox"/> 1–5 <input type="checkbox"/> 6–10 <input type="checkbox"/> 11–15	<input type="checkbox"/> 1–5 <input type="checkbox"/> 6–10 <input type="checkbox"/> 11–15
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It should be understood that actual placements at MVMC member companies may vary from what is indicated in the above table.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Jessica Borza  
Executive Director  
Mahoning Valley Manufacturers Coalition  
330.853.7906  
[jborza@tpma-inc.com](mailto:jborza@tpma-inc.com)



Dear Dr. Rodabaugh:

Mercury Plastics, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and [Name of Company]. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the [Name of Company] often transition to full time employment, which is beneficial to the intern and our [Name of Company].
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with [Name of Company] projects and daily business activity. The [Name of Company] also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and [Name of Company] staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and [Name of Company].

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	2 full-time placements at approx. \$15/hr	_____ part-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	2 full-time placements at approx. \$15/hr	_____ part-time placements at approx. \$____ / hr

It should be understood that actual placements and wages at Mercury Plastics, Inc. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,  
  
 Paul E. Sharron  
 Human Resources Manager



**MATERIALS RESEARCH LABORATORIES, Inc.**  
**290 NORTH BRIDGE STREET**  
**STRUTHERS, OH 44471-2217**

**(800) 424-1776**  
**(330) 750-0776**

**Fax: (330) 750-0778**  
**e-mail: [info@mrlab.com](mailto:info@mrlab.com)**  
**website: [www.mrlab.com](http://www.mrlab.com)**

November 7, 2013

Dr. Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Materials Research Laboratories, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and MRL. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at MRL often transition to full time employment, which is beneficial to the intern and MRL.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with MRL projects and daily business activity. MRL also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and MRL staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and MRL.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	_____ full-time placements at approx. \$____ / hr	3-4 half-time placements at approx. \$8.00 / hr
Summer 2015–Spring 2016	_____ full-time placements	3-4 half-time placements

	at approx. \$____ / hr	at approx. \$8.00/ hr
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It should be understood that actual placements and wages at Materials Research Laboratories, Inc. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Carol Jean Hirt  
Vice President

October 24, 2013

Dr. Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The [Name of Company] is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and NCDMM. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the [Name of Company] often transition to full time employment, which is beneficial to the intern and NCDMM.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with NCDMM projects and daily business activity. The NCDMM also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and NCDMM staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and NCDMM.



We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	<u>TBD</u> full-time placements at approx. <u>\$15.00</u> / hr	<u>TBD</u> part-time placements at approx. <u>\$15.00</u> / hr
Summer 2015–Spring 2016	<u>TBD</u> full-time placements at approx. <u>\$15.00</u> / hr	<u>TBD</u> part-time placements at approx. <u>\$TBD</u> / hr

It should be understood that actual placements and wages at NCDMM may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

If you should have any questions or require additional information, please contact me. I can be reached at 724-538-4759, or via email at [ralph.resnick@ncdmm.org](mailto:ralph.resnick@ncdmm.org).

Sincerely,

Ralph L. Resnick  
 NCDMM President & Executive Director and  
 Founding NAMII Director

RLR/glc



3207 Innovation Place Youngstown, Ohio 44509-4023  
 Tel. (330) 799-1855 Fax (330) 799-2074

October 24, 2013

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Northern States Metals, Co.(NSM) is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and NSM. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at NSM often transition to full time employment, which is beneficial to the intern and the company. NSM has hired five STEM interns into full time engineering positions.
- **Education Opportunities**— Our interns benefit from integrating their formal education with hands-on involvement with NSM projects and daily business activity. NSM also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and NSM staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and NSM.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

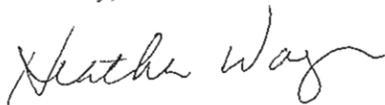
Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	_____ full-time placements at approx. \$__ / hr	___4___ part-time placements at approx. \$__13___ / hr
Summer 2015–Spring 2016	_____ full-time placements at approx. \$___ / hr	___4___ part-time placements at approx. \$__13___ / hr

- ALUMINUM • EXTRUSIONS • FABRICATIONS • PAINTING • ANODIZING • ASSEMBLY •
- ALUMINUM EXTRUDED PRODUCTS •

It should be understood that actual placements and wages at NSM may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

A handwritten signature in cursive script that reads "Heather Wagner".

Heather Wagner  
Human Resources Manager  
Northern States Metals, Co.



## SIMMERS CRANE DESIGN & SERVICES CO.

1134 Salem Parkway, Salem, OH 44460  
Phone: (330) 332-3300 • Fax: (330) 332-3322  
<http://www.simmerscrane.com>

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

30 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Simmers Crane Design and Services, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Simmers Crane Design and Services, Inc. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Simmers Crane Design and Services, Inc. often transition to full time employment, which is beneficial to the intern and Simmers Crane.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Simmers Crane projects and daily business activity. Simmers Crane also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Simmers Crane staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Simmers Crane Design and Services, Inc.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	<u>1</u> full-time placements	<u>      </u> half-time placements

	at approx. \$ <u>15</u> / hr	at approx. \$____ / hr
Summer 2015–Spring 2016	<u>1</u> full-time placements at approx. \$ <u>15</u> / hr	_____ half-time placements at approx. \$____ / hr

It should be understood that actual placements and wages at Simmers Crane Design and Services, Inc. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Pat DeChellis



**Pat DeChellis, P.E.** | Operations Manager | [pdechellis@simmerscrane.com](mailto:pdechellis@simmerscrane.com)  
 Simmers Crane Design & Services | 1134 Salem Parkway, Salem, OH 44460  
 330.332.3300 x 215 Direct | 330.277.6968 Cell | 330.332.3322 Fax | [www.simmerscrane.com](http://www.simmerscrane.com)

*Cranes - Hoists - Crane Inspections - Scheduled and Emergency Repairs - Engineering Services For  
 Cranes and Runways - Parts For All Brands - Fall Protection - Structural Repairs - Project  
 Management*

The Learning Egg, LLC.  
241 W. Federal Street  
Youngstown, OH 44503

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

30 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Learning Egg, LLC. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and The Learning Egg, LLC. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the The Learning Egg, LLC. often transition to full time employment, which is beneficial to the intern and our company The Learning Egg, LLC.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with The Learning Egg, LLC. projects and daily business activity. The Learning Egg, LLC. also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and The Learning Egg, LLC. staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and The Learning Egg, LLC.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	1 full-time placements at approx. \$10.00 / hr	2 half-time placements at approx. \$10.00 / hr
Summer 2015–Spring 2016		

	1 full-time placements at approx. \$10.00 / hr	2 half-time placements at approx. \$10.00 / hr
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It should be understood that actual placements and wages at The Learning Egg, LLC. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Elijah Stambaugh  
CEO/Founder

Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

30 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Treemen Industries, Inc. is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and [Name of Company]. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Treemen Industries often transition to full time employment, which is beneficial to the intern and Treemen Industries.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Treemen Industries projects and daily business activity. Treemen Industries also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Treemen Industries staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Treemen Industries.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	__1__ full-time placements at approx. \$__11_ / hr	__1__ half-time placements at approx. \$__11 / hr
Summer 2015–Spring 2016	__1__ full-time placements at approx. \$__11 / hr	__1__ half-time placements at approx. \$__11_ / hr



TREEMEN INDUSTRIES, INC

691 McClurg Road • P.O. Box 3777 • Boardman, Ohio 44513  
Phone: 330-965-3777 • Fax: 330-965-7384 • Website: [www.freemen.com](http://www.freemen.com)

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It should be understood that actual placements and wages at Treemen Industries, Inc. may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Valerie Sherrill  
Controller



ISO/TS 16949:2009 without Product Design  
Certificate Number: 13.223.1

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

25 October 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Turning Technologies, LLC is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and Turning Technologies, LLC. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Turning Technologies, LLC often transition to full time employment, which is beneficial to the intern and our Company.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with Turning Technologies, LLC projects and daily business activity. Turning Technologies, LLC also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and Turning Technologies, LLC staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Turning Technologies, LLC.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	_____ full-time placements at approx. \$____ / hr	<u>8</u> half-time placements at approx. \$ <u>10</u> / hr



255 W. FEDERAL ST  
 YOUNGSTOWN, OHIO 44503

f TURNINGTECHNOLOGIES  
 t @TURNINGTECH

866.746.3015  
 TURNINGTECHNOLOGIES.COM

Summer 2015–Spring 2016	_____ full-time placements at approx. \$ _____ / hr	_____ <u>6</u> half-time placements at approx. \$ <u>10</u> / hr
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It should be understood that actual placements and wages at Turning Technologies, LLC may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Sandra L. Mapus  
Human Resources Manager



255 W. FEDERAL ST  
YOUNGSTOWN, OHIO 44503

f TURNINGTECHNOLOGIES  
t @TURNINGTECH

866.746.3015  
TURNINGTECHNOLOGIES.COM



500 COURTNEY RD  
P.O. BOX 117  
SEBRING, OHIO 44672  
330-938-9674  
Fax: 330-938-9676

ISO  
9001-2008  
REGISTERED

A Unifrax Company

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347

October 29, 2013

Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)

Dear Dr. Rodabaugh:

VacuForm, Inc. A Unifrax Company (referred to as VacuForm herein) is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and VacuForm. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at VacuForm may often transition to full time employment, which is beneficial to the intern and our VacuForm.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with VacuForm projects and daily business activity. VacuForm also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and the VacuForm staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and VacuForm.

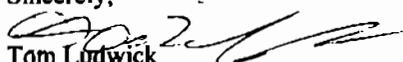
We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire PICAM2 co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

Summer–Spring Calendar Year	Full-Time Placements (40 Hr/Week)	Part-Time Placements (20 Hr/Week)
Summer 2014–Spring 2015	<u>  1  </u> full-time placements at approx. \$ <u> 14 </u> / hr	<u>  4  </u> half-time placements at approx. \$ <u> 14 </u> / hr
Summer 2015–Spring 2016	<u>  1  </u> full-time placements at approx. \$ <u> 14 </u> / hr	<u>  4  </u> half-time placements at approx. \$ <u> 14 </u> / hr

It should be understood that actual placements and wages at VacuForm may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in PICAM2 and helping this program succeed.

Sincerely,

  
Tom Ludwig  
Manager, Human Resources at VacuForm

*Incomparable Customer Service and the Finest of Quality Products Available.*



Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries:  
Part II (PICAM2)

November 1, 2013

Dear Dr. Rodabaugh:

Via680, LLC is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and via680. In fact, a number of our permanent team members came through internships. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the via680, LLC often transition to full time employment (we have examples of many on our team today), which is beneficial to the intern and to us.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with via680 projects and daily business activity. Via680 also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and via680 staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and via680.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	0 full-time placements at approx. \$____ / hr	1 half-time placements at approx. \$ 10.00/ hr
Summer 2015–Spring 2016	0 full-time placements at approx. \$____ / hr	1 half-time placements at approx. \$ 10.00 / hr

It should be understood that actual placements and wages at via680 may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Stephanie I. Hunter  
 Chief Operating Office  
 Via680, LLC

Stephen E. Rodabaugh  
 Associate Dean of STEM  
 2285 Moser Hall, Youngstown State University  
 1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

8 November 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

VULCRAFT OF NY is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and VULCRAFT OF NY. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at VULCRAFT OF NY often transition to full time employment, which is beneficial to the intern and VULCRAFT OF NY.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with VULCRAFT OF NY projects and daily business activity. VULCRAFT OF NY also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and VULCRAFT OF NY staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and VULCRAFT OF NY.

We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	2 full-time placements at approx. \$15 / hr	_____ half-time placements at approx. \$____ / hr
Summer 2015–Spring 2016	2 full-time placements at approx. \$15 / hr	_____ half-time placements at approx. \$____ / hr

It should be understood that actual placements and wages at VULCRAFT OF NY may vary from what is indicated in the above table, and that the above is a good faith estimate.

**NUCOR**  
**VULCRAFT GROUP**  
VULCRAFT OF NEW YORK, INC.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

A handwritten signature in black ink, appearing to read "Andy Griffin". The signature is fluid and cursive, with the first name "Andy" and the last name "Griffin" clearly distinguishable.

Controller  
Vulcraft of New York, Inc.



30 October 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Window Depot is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Experience with co-ops and internships can be positive and rewarding for both students and Window Depot. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at Window Depot can often transition to full time employment, which is beneficial to the intern and Window Depot.
- **Education Opportunities**— Interns benefit from integrating their formal education with hands-on involvement with Window Depot projects and daily business activity. Window Depot can also benefit from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships can develop between educational institutions and Window Depot staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and Window Depot.



We are committed to co-ops and internships and we may intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40-Hr/Week)</u>	<u>Part-Time Placements (20-Hr/Week)</u>
Summer 2014–Spring 2015	<u>1</u> full-time placements at approx. \$ <u>15</u> / hour	<u>1</u> half-time placements at approx. \$ <u>12</u> / hour
Summer 2015–Spring 2016	<u>1</u> full-time placements at approx. \$ <u>15</u> / hour	<u>1</u> half-time placements at approx. \$ <u>12</u> / hour

**It should be understood that actual placements and wages at Window Depot may vary from what is indicated in the above table, and that the above is a good faith estimate.**

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,

Richard Begalla  
Training and Support Leader



October 25, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Youngstown Business Incubator (YBI) is pleased to be a business partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for both students and the YBI. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the [Name of Company] often transition to full time employment, which is beneficial to the intern and our [Name of Company].
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with [Name of Company] projects and daily business activity. The [Name of Company] also benefits from the fresh perspectives that interns often provide.
- **Partnerships with Higher Education**—Positive relationships develop between educational institutions and [Name of Company] staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these institutions and [Name of Company].
- 

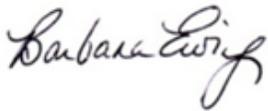
We are committed to co-ops and internships and intend to hire more students over the next two years and beyond. In particular, it is our expectation to hire **PICAM2** co-ops and internships per our markings in the following table, with estimated hourly wages in whole dollars:

<u>Summer–Spring Calendar Year</u>	<u>Full-Time Placements (40 Hr/Week)</u>	<u>Part-Time Placements (20 Hr/Week)</u>
Summer 2014–Spring 2015	_____ full-time placements at approx. \$____ / hr	<b>4</b> half-time placements at approx. <b>\$15 hr</b>
Summer 2015–Spring 2016	_____ full-time placements at approx. \$____ / hr	<b>4</b> half-time placements at approx. <b>\$15/ hr</b>

It should be understood that actual placements and wages at the YBI may vary from what is indicated in the above table, and that the above is a good faith estimate.

We look forward to participating as a business partner in **PICAM2** and helping this program succeed.

Sincerely,



Barb Ewing  
COO Youngstown Business Incubator



# Youngstown City School District

## CHOFFIN CAREER AND TECHNICAL CENTER

### ADULT EDUCATION



200 East Wood Street • Youngstown, Ohio 44503-1600 • Phone: (330) 744-8715 Fax: (330) 259-0348

Wednesday, November 06, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza  
Youngstown OH 44555-3347

RE: Support for Program for Internship and Co-ops in Advance Manufacturing and Related Industries: Part II (PICAM2)

Dear Dr. Rodabaugh:

The Choffin Career and Technical Center Adult Education is pleased to be an educational partner with the **Program for Internships and Co-ops in Advance Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for students, business, and Choffin Career and Technical Center Adult Education. We fully support co-ops and internships for the reason including the following:

- **Human Resources Assistance** - Interns who excel during their professional practice time at the often transition for full time employment, which is beneficial to the intern, the host company, and Choffin Career and Technical center.
- **Education Opportunities** -Our benefit from integrating their formal education with projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on Choffin Career and Technical Center.
- **Partnerships with Economic Sector** -Positive relationships develop between Choffin Career and Technical Center and company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these companies and institutions and Choffin Career and Technical Center.

We are committed to co-ops and internships and intend to encourage more of our students over the next two years and beyond to do them; and we look forward to participating as an educational partner in PICAM2 and helping this program succeed.

Sincerely,

Denise Vaclav-Danko  
Administrator/Adult Education

It is the policy of the Youngstown City Schools to offer educational activities, employment practices, programs, and services without regard to race, color, national origin, sex, religion, handicap, or age.



Terry L. Hutson  
Assistant Director  
Columbiana County Career & Technical Center  
9263 State Rte 45  
Lisbon, OH 44432

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347

November 11, 2013

**Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Columbiana County Career & Technical Center is pleased to be an educational partner with the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2) proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the Ohio Means Internships and Co-ops program. We fully support co-ops and internships for the reasons including the following:

**Human Resource Assistance**—Interns who excel during their professional practice time at the often transition to full time employment, which is beneficial to the intern, the host company, and CCCTC.

**Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on the quality of CCCTC programs.

**Partnerships with Economic Sector**—Positive relationships develop between CCCTC and the participating company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these companies and institutions and CCCTC.

We are committed to co-ops and internships and intend to encourage more of our students over the next two years and beyond to do them; and we look forward to participating as an educational partner in **PICAM2** and helping this program succeed.

Sincerely,

*Terry L. Hutson, M.Ed*  
Assistant Director  
CCCTC Adult Education  
330-424-9561 ext. 142

**Dr. Laura M. Meeks, Ph.D.**  
**President**

Jefferson County Campus

4000 Sunset Boulevard  
Steubenville OH 43952

Phone: 7402645591  
Toll Free: 8006826553 x236

[www.egcc.edu](http://www.egcc.edu)



**EASTERN  
GATEWAY  
COMMUNITY  
COLLEGE**

November 5, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

Eastern Gateway Community College is pleased to be an educational partner with *the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)* proposal being submitted by Youngstown State University and a regional consortium of employers and industry/manufacturing associations for funding under the Ohio Means Internships and Co-ops program. Our experience with co-ops and internships has been positive and rewarding for students, businesses, and EGCC. We fully support co-ops and internships for many reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the often transition to full time employment, which is beneficial to the intern, the host company, and Eastern Gateway Community College.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on EGCC programs.
- **Partnerships with Economic Sector**—Positive relationships develop between Eastern Gateway Community College and company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these companies and institutions and EGCC.

Eastern Gateway Community College is committed to co-ops and internships and intends to encourage more of our students over the next two years and beyond to participate in them. EGCC looks forward to participating as an educational partner in *PICAM2* and helping this program succeed.

Sincerely,

Laura M. Meeks, Ph.D.  
President

LMM/mjd

11/5/2013



Stephen E. Rodabaugh  
Associate Dean of STEM  
2285 Moser Hall, Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347  
[rodabaug@ysu.edu](mailto:rodabaug@ysu.edu), [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

**Kathy Schlarb**  
Adult Career Center  
Administrator

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

**Roan M. Craig, Ph.D.**  
Superintendent

The Adult Career Center Mahoning County Career & Technical Center (MCCTC), is pleased to be an educational partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for students, businesses, and MCCTC Adult Career Center. We fully support co-ops and internships for the reasons including the following:

**Blaise Karlovic**  
Treasurer

- **Human Resource Assistance**—Interns who excel during their professional practice time often transition to full time employment, which is beneficial to the intern, the host company, and the Adult Career Center MCCTC.
- **Education Opportunities**—our interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on the Adult Career Center MCCTC programs.
- **Partnerships with Economic Sector**—positive relationships develop between the Adult Career Center MCCTC and company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between these companies and institutions and the Adult Career Center MCCTC.

We are committed to co-ops and internships and intend to encourage more of our students over the next two years and beyond to do them; and we look forward to participating as an educational partner in **PICAM2** and helping this program succeed.

Sincerely,

A handwritten signature in cursive script that reads 'Kathy Schlarb'.

Kathy Schlarb, Adult Career Center Administrator

7300 N. Palmyra Road  
Canfield, OH 44406-9710

Phone: 330-729-4100  
Fax: 330-729-4150

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



Adult Training Center  
November 5, 2013

Re: Support for **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)**

Dear Dr. Rodabaugh:

The Adult Training Center at Trumbull Career & Technical Center is pleased to be an educational partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College, and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with internships has been positive and rewarding for students, businesses, and Trumbull Career & Technical Center (TCTC), and we are excited about the possibility of now working with businesses on co-ops. We fully support co-ops and internships for the reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time at the often transition to full time employment, which is beneficial to the intern, the host company, and Trumbull Career & Technical Center.
- **Education Opportunities**—Our interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on Trumbull Career & Technical Center programs.
- **Partnerships with Economic Sector**—Positive relationships develop between Trumbull Career & Technical Center and company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate additional opportunities for collaboration between these companies and institutions and Trumbull Career & Technical Center.

We are committed to co-ops and internships and intend to have at least 25 or more of our students over the next two years and beyond to do them as participants in the **PICAM2** process. TCTC will do what it can to be sure the efforts will help this program succeed for the benefit of our students.

Sincerely,

A handwritten signature in black ink that reads 'Vicki A. Thompson'.

Adult Education Director  
Trumbull Career & Technical Center

Thomas M. Humphries  
PRESIDENT & CEO

November 12, 2013

Stephen E. Rodabaugh, Associate Dean of STEM  
2285 Moser Hall  
Youngstown State University  
1 University Plaza, Youngstown, OH 44555-3347

Dear Dr. Rodabaugh:

The Youngstown/Warren Regional Chamber is pleased to be an educational partner in the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, the Eastern Gateway Community College and a regional consortium of employers and industry/manufacturing associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for students, businesses, and NOCHE. We fully support co-ops and internships for many reasons including the following:

- **Human Resource Assistance**—Interns who excel during their professional practice time often transition to full time employment, which is beneficial to the intern, the host company, and the educational institution.
- **Education Opportunities**—Interns benefit from integrating their formal education with hands-on involvement in projects and daily business activity. The host company benefits from the fresh perspectives that interns often provide; and the experience provides feedback on educational institution programs.
- **Partnerships with Economic Sector**—Positive relationships develop between participating institutions and company staff, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between companies and educational institution.

The Chamber will organize and host up to three **PICAM2** employer events in the Spring and Summer 2014 and asks for \$5,500 of **PICAM2** funding to support these efforts. We look forward to participating as an educational partner in **PICAM2** and helping this program succeed.

Sincerely,





## 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 12, 2013

Stephen E. Rodabaugh  
Associate Dean of STEM  
Youngstown State University  
1 University Plaza  
Youngstown, OH 44555-3347

Re: Support for Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)

Dear Dr. Rodabaugh:

The Northeast Ohio Council on Higher Education is pleased to be an educational partner with the **Program for Internships and Co-ops in Advanced Manufacturing and Related Industries: Part II (PICAM2)** proposal being submitted by Youngstown State University, Eastern Gateway Community College, and a regional consortium of businesses and associations for funding under the **Ohio Means Internships and Co-ops** program. Our experience with co-ops and internships has been positive and rewarding for students, businesses, and NOCHE. We fully support co-ops and internships for a variety of reasons including the following:

- **Developing a talent pipeline**—Interns who excel during their professional practice often transition into full-time employment, which is beneficial to the intern, the host company, and educational institution.
- **Education Opportunities**—Interns benefit from integrating their formal education with hands-on involvement with projects and daily business activity. The host company benefits from the fresh perspectives that interns provide, and the experience provides feedback on educational institution programs.
- **Partnerships with Economic Sector**—Internships cultivate positive relationships between educational institutions and businesses, which not only enhance the professional practice experiences and career opportunities for students, but also facilitate research collaboration between companies and educational institutions.

NOCHE will provide **PICAM2** training for employers using its “Maximize Your ROI: Return on Intern” program at four events as well attend four STEM-WCBA CI expos during the grant period. NOCHE will consult with educational institutions and businesses to cultivate high-quality internship and co-op experiences. NOCHE requests \$20,000 of **PICAM2** funding to support these efforts.

We look forward to participating in **PICAM2** and helping this program succeed.

Sincerely,

Ann Womer Benjamin  
Executive Director

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

**PICAM2 MANAGEMENT TEAM**

**A. PICAM2 Management Team Membership** The membership comprises the following:

Betty Jo Licatta, Dean, WCBA, YSU  
Martin A. Abraham, Dean, STEM, YSU  
Jerry L. Klinesmith, Academic Dean, EGCC  
Stephen E. Rodabaugh, Associate Dean and **PICAM2** PI, STEM, YSU  
Mary T. Coller, Director of Undergraduate Student Services, WCBA, YSU  
Sherri L. Hrusovski, Coordinator of Office of STEM Student Professional Services, STEM, YSU  
Vicki L. Thompson, Director, Adult Education, TCTC  
Kathy L. Schlarb, Director, Adult Education, MCCTC  
Denise H. Vaclav-Danko, Director, Adult Education, CCTC  
Terry L. Hutson, Director, Adult Education, CCCTC  
Christina L. Costello, WCBA Career Liaison, WCBA, YSU  
Marie R. Meeks, STEM Career Liaison, STEM, YSU  
**PICAM2** Professional Development Suite Administrator—TBD  
**PICAM2** WCBA Career Liaison—TBD  
**PICAM2** STEM Career Liaison—TBD

**B. Structure of PICAM2 Management Team** The full structure of **PICAM2** needs the YSU organizational chart given elsewhere in this proposal. With that chart in mind, the organizational structure of **PICAM2** is as follows:

- (1) The **PICAM2** Professional Development Suite Administrator answers to the **PICAM2** PI, who answers to the Dean of STEM.
- (2) The **PICAM2** WCBA Career Liaison answers both to the PI who answers to the Dean of STEM as well as to the WCBA Director of Undergraduate Student Services who answers to the Dean of WCBA.
- (3) The **PICAM2** STEM Career Liaison answers both to the PI who answers to the Dean of STEM as well as to the Coordinator of Office of STEM Student Professional Services who answers to the Associate Dean of STEM who answers to the Dean of STEM.
- (4) All YSU administrators and staff are committed to working consultatively with all members of the Management Team and the institutions they represent.

**C. Paragraph Bios of PICAM2 Management Team** Paragraph bios of the **PICAM2** Management Team members are now given.

**Betty Jo Licata** has served as the dean of Williamson College of Business Administration at Youngstown State University since 1995. She is president-elect of the Board of Governors of Beta Gamma Sigma, the international honor society for AACSB-accredited business schools. She is also active with AACSB International as a Peer Review Team chairperson and has served as an external reviewer for several accreditation agencies including the Higher Learning Commission.

Dr. Licata is the former dean of the Dahlkemper School of Business Administration at Gannon University. She served as a faculty member and the Associate Dean and Director of Graduate Programs in the College of Business Administration at Ohio University. Dr. Licata also served as a research associate with the Early Identification of Management Talent project and as assistant director of the Professional Leadership Program for high management potential engineering and science students at Rensselaer Polytechnic Institute.

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING**  
**AND RELATED INDUSTRIES: PART II (PICAM2)**

Dr. Licata is chair-elect of the Board of Directors of Humility of Mary Health Partners (a market of Catholic Health Partners) and immediate past chair of the Youngstown Business Incubator Board of Directors. She also serves on the Boards of Directors of Junior Achievement of Mahoning Valley and the Better Business Bureau, and is chairperson of the Athena Committee of the Youngstown Warren Regional Chamber. Dr. Licata received her BA from the State University of New York at Geneseo. She received her MBA and Ph.D. in Management from Rensselaer Polytechnic Institute.

**Martin A. Abraham**, P.E., received his B.S. in chemical engineering from Rensselaer Polytechnic Institute and his Ph.D. from the University of Delaware. He joined Youngstown State University as Professor of Chemical Engineering and Founding Dean of the College of Science, Technology, Engineering and Mathematics in 2007. The College includes over 2800 undergraduate and graduate students in 10 departments and 39 academic programs, including a PhD in Materials Science and Engineering. The STEM College, seeks to deliver integrated programs of excellence to an engaged learning community, through outstanding academic programs, the expansion of graduate education, economic development in the community, and K-12 outreach in support of science and math education.

Dr. Abraham maintains an active research program in reaction engineering and catalysis, with work on carbon capture, supported in part through a research and development relationship with a small business that focuses on applying ceramic coatings to metal foils. He has over 70 refereed publications and over 100 technical presentations in the area of green engineering and sustainability. He has previously been engaged in development of pedagogy for engineering education, and K-12 outreach efforts. He currently serves on the Board of OH Wow! The Roger and Gloria Jones Children's Center for Science and Technology, the Youngstown Business Incubator, America Makes – the National Additive Manufacturing Innovation Institute, and is a member of the Executive Committee of TechBelt Initiative. He serves as editor for the American Institute of Chemical Engineer's quarterly, Environmental Progress and Sustainable Energy. He is Fellow of the American Chemical Society and the American Institute of Chemical Engineers.

**Jerry L. Klinessmith**, graduated from Kent State University with a Bachelor's in Education. From there his career took off in the field of Heating, Ventilation, and Air Conditioning. He became the HVAC program coordinator at Stark State College in North Canton. There he earned his Master's in Business Administration from Walden University, increased his rank, served on multiple committees, and managed a growing HVAC program that expanded to over 375 students in 6 years. Today, as Dean he is responsible for 13 degree programs. He is enrolled in his Doctoral and serves on multiple committees at and for the college. Jerry is the Dean of the Business, Engineering, and Information Technologies Departments at Eastern Gateway Community College.

**Stephen E. Rodabaugh** received his B.A. and M.A. in mathematics from the University of Missouri-Columbia and wrote his Ph.D. in geometric topology at the same institution. Associate Dean in the College of STEM at Youngstown State University, he also serves as Director of the Institute for Applied Topology and Topological Structures (YSU), NEOMed-YSU Liaison Officer, and Professor in the Department of Mathematics & Statistics (YSU). Dr. Rodabaugh has held positions at Charles University (Czech Republic), Bergische Universität (Germany), Rhodes University (South Africa), University of the Basque Country (Spain), Johannes Kepler Universität (Austria), and directed Ph.D. students at Åbo Akademi (Finland), Joh. Kepler Univ., Rhodes Univ., Adam Mickiewicz University (Poland), and Kent State University. With more than 80 publications and three monographs in topologically related disciplines, Dr. Rodabaugh is a Topology and Category Theory Area Editor of *Fuzzy Sets and Systems* (North-Holland Elsevier) and continuing

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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member of the Executive Board and Program Committee of the acclaimed International Seminar on Fuzzy Set Theory, having also served as Program Chair for three Seminars (1989, 1999, 2008). He is the PI for several state and federal grants related to student services and scholarships.

**Mary T. Collier**, Director, Undergraduate Student Services, Williamson College of Business Administration. Bachelors of Music Education from The Ohio State University and Masters in Education from Cleveland State University. Mary has worked in the field of higher education for 23 years with a focus on academic and career advisement. She has worked at various schools including Ball State University, Georgia Southern University, Miami University of Ohio, Clayton State University and the University of Pittsburgh at Bradford. She joined YSU in October 2013.

**Shawn M. Brown** is the Associate Director of NOCHE, responsible for development, communications, and overseeing the operations of NOCHE programs including NEOintern, the Northeast Ohio Talent Dividend, and quarterly meetings of the region's chief academic officers. He joined the staff in 2010. For ten years prior to joining NOCHE, Brown held positions of increasing accountability at Hiram College including Assistant Dean of the Weekend College and Director of College Relations.

His higher education career began as an Admission Counselor, recruiting transfer and high school students from Northeast Ohio. He is a frequent speaker on the topics of college degree completion and experiential learning. Brown earned his Bachelor of Arts degree in political science and computer systems management from Hiram College, his Master of Science degree in higher education from Drexel University and his Doctor of Education degree from Northeastern University.

**Sherri L. Hrusovski** holds an undergraduate degree from Youngstown State University and a MA Education in Higher Education Administration from The University of Akron. Ms. Hrusovski is the founding Coordinator, for the STEM Professional Practice Program in the College of Science, Technology, Engineering and Mathematics (STEM) and Instructor for the STEM Careers course. Currently she is involved with various career programming events such as the STEM Outreach Initiative Program – Chaney High School Internship program; the STEM/WCBA Co-op/Internship Expo; and various Career Development workshops. Her involvement also includes membership with professional associations at the local, state, and national levels, including the Ohio Cooperative Education Association (OCEA), Cooperative Education and Internship Association (CEIA), Midwest Cooperative Education and Internship (MCEIA) and National Association of Colleges and Employers (NACE).

Prior to joining the University she worked as an Assistant Director with The University of Akron's Career Center which provided a comprehensive job search services to students and alumni. In addition to the University of Akron, she worked for an agency in Youngstown, Ohio through the Job Training Partnership Act. While there she worked in the areas of academic and career advising.

Hrusovski has over 20 years of diversified experience which has allowed her to be very successful in the areas of student's relations, employee relations, and career development.

**Vicki L. Thompson**, Adult Education Director at Trumbull Career and Technical Center (TCTC). Ms. Thompson earned her Bachelor of Science in Business Administration degree from Youngstown State University and Master of Arts in Education/Adult Education and Distance Learning degree from the University of Phoenix. She was the Adult Education Interim Director at TCTC and the Human Resource Development Coordinator. Prior to working at TCTC Ms.

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
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Thompson worked for the Mahoning Valley Labor Management Citizens Committee as their Executive Director.

**Kathy L. Schlarb** is the Adult Administrator for the Adult Career Center Mahoning County Career & Technical Center (MCCTC) and is responsible for the Adult Center's management and operations. She has a Bachelor of Music Education Degree from West Virginia University; Master of Science in Education; Education Administration from Youngstown State University and holds a High School Principal licensure. Kathy has been actively involved with the Adult Career Center MCCTC since 1991.

**Denise H. Vaclav-Danko** received her Bachelor of Science in Education and her Masters of Education in Reading Specialist from Youngstown State University, and her Masters of Education/Elementary Administration and Master of Education/Secondary Administration from Westminster College. Denise serves as the administrator of Adult Education at Choffin Career and Technical Center, Youngstown, Ohio, joining the career center in 2001. She oversees the daily operations of the adult programs at the career center including individual program national accreditations, faculty, marketing, advertising, financial aid, career services, student services, budgeting, and community outreach.

She served for 12 years as a faculty member at East High School for Youngstown City Schools. She also served at East High School as an assistant softball coach. She has served as: the Director of the Adult Basic Literacy Education Program (ABLE), Official Chief GED Examiner, and Mahoning County Homeless Youth Liaison through the McKinney-Vento program, Mahoning County Delinquent Youth Liaison, Mahoning County Neglected Youth liaison and on the Workforce Investment Board Sub-committees.

**Terry Hutson**, As student affairs professional for over 22 years, she views her role as an advisor, facilitator, team player and leader for both students and colleagues. Students, faculty and staff are lifelong learners and have the opportunity to experience, encourage and support each other in the process. Ms. Hutson has experience, knowledge and expertise to offer and she has worked in the college arena as well as in technical education. She has experience advising, teaching and in administration. Ms. Hutson holds a Master's degree in Higher Education, Student Services Administration from Kent State University. It is her hope that she can enhance the experiences of students as they develop and grow in and out of the classroom.

**Christina L. Costello** is the PICAM Career Liaison, Internship and Academic Advisor in the Student Services Center for Williamson College of Business Administration. She is also an instructor for the Marketing Department's Business Professionalism course. Ms. Costello holds a Bachelor of Science degree in Education with a concentration in Integrated Social Studies and a Master of Science Education in Counseling with emphasis in Student Affairs Leadership and Practice, both from Youngstown State University. Prior to her job at YSU, she was a NCAA Compliance Intern in both Middle Tennessee State University's Athletic Department and Youngstown State University's Athletic Department.

**Marie R. Meeks** is the PICAM Career Liaison and Assistant Coordinator in Student Professional Services for the College of Science, Technology, Engineering and Mathematics at Youngstown State University. She holds a Bachelor of Science in mathematics and a Master of Science in Education in Counseling with emphasis in Student Affairs Leadership and Practice, both from YSU.

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**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**PICAM Breakfast Meeting Agenda**

**Friday, March 15, 2013  
Leo's Ristorante in Howland, Ohio  
7:30 a.m. – 12:00 p.m.**

- |                                      |  |
|--------------------------------------|--|
| 7:15 a.m.                            | <i>Employer Check-In</i>   |
| 7:30 – 8:00 a.m.                     | <i>Breakfast &amp; Networking</i>  |
| 8:00 – 9:30 a.m.                     | <b><i>YSU/EGCC PICAM Internship Program</i></b>  |
| 8:00 – 8:05 a.m.<br>8:05 – 8:15 a.m. | <b>Welcoming Remarks - Regional Chamber</b><br>YSU/EGCC/NOCHE Welcoming Remarks <ul style="list-style-type: none"> <li>• Dr. Betty Jo Licata, Dean of WCBA</li> <li>• Dr. Stephen Rodabaugh, Associate Dean of STEM</li> <li>• Mr. Jerry Klinessmith, Dean of EGCC</li> <li>• Dr. Shawn Brown, Associate Director, NOCHE</li> </ul>              |
| 8:15 – 8:45 a.m.<br>8:45 – 9:00 a.m. | <b>PICAM Summary:</b><br>PICAM Overview – Dr. Stephen Rodabaugh, PI<br>Program Requirements and PPOD Instructions—<br>Youngstown State University: <ul style="list-style-type: none"> <li>• Gwenn Clark, Coordinator, WCBA Professional Practice Program</li> <li>• Sherri Hrusovski, Coordinator, STEM Professional Practice Program</li> </ul> |
| 9:00 – 9:25 a.m.                     | <b>Q &amp; A</b>   |
| 9:30 – Noon                          | <b><i>NOCHE “Maximize Your ROI: Return On Intern” Program</i></b> <ul style="list-style-type: none"> <li>• Patrick Britton, Program Manager</li> </ul>   |



December 2012

Dear Valued Partner:

Thank you for being a valued partner employer with PICAM!

By now you should have received your letter from Dr. Steve E. Rodabaugh, Associate Dean, College of STEM informing you about the approved funding from the Ohio Board of Regents (OBOR), and a phone call from either Sherri L. Hrusovski or Gwenn Clark in regards to the **PICAM Information Session Breakfast**. The breakfast and network session will begin at 7:30 a.m., then the Information Session from 8:00 a.m. – 9:00 a.m. in Williamson College of Business Administration, 3<sup>rd</sup> floor, Room Please call 330.941. XXXX or email us at [STEM.jobs@ysu.edu](mailto:STEM.jobs@ysu.edu) to let us know who will be in attending the breakfast from your company.

Attached to this email message you will find directions to campus, and directions to the recommended parking area (**please share this information with the representatives that will also be coming to this event**). Parking will be available between 7:00 am – 11:00 am. If by chance you cannot arrive until after 11:00, please notify us at 330.941.3660 as soon as possible. We advise employers to use the WCBA entrance located on **off of Wood Street**. If you require overnight accommodations, here is a link to the area [hotels](#).

As an Employer Partner, we are reminding everyone to please establish or update your P-POD account and to enter your internship/co-op position descriptions in the database.

**====P-POD Instructions for Partner Employers====**

**Quick Guide to PPOD (STEM & WCBA Professional Practice On-line Database)**

These instructions are intended to walk you through the process of utilizing the PPOD system as part of the STEM & WCBA student search for co-op/internship positions. We encourage you to take time to review these procedures so that you may utilize the system to its full potential. Once you have registered for the system please contact one of the Coordinators if you have specific questions about how to use PPOD.

**Creating/Accessing your Account**

- A quick link to the Employer PPOD account can be found at [http://stem.ysu.edu/gen/stem/Employers\\_m1938.html](http://stem.ysu.edu/gen/stem/Employers_m1938.html).
- Under "Professional Practice Online Database Employer Login", click on "Register for PPOD".
- Complete the registration form and then submit.
- Once we receive your registration request, we will approve your access . . . you will receive a notification verifying your access.
- Next, if you are interested in posting a co-op/internship job posting then log into your account. Once you are on the home page, look under "Short Cuts" and click on "Create Non-OCR job postings" Complete the form.
- Once you have completed the "Position Information" form, then click submit.

**====End of P-POD Instructions for Partner Employers====**

We look forward to seeing you on Friday, January 4, 2013!

Signature

NAME

Contact Information

**P.S. In the event of severe weather or a campus emergency, information about university closings is available by calling 330-941-3527.**

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**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**PICAM Employer Orientation Agenda**

Friday, April 19, 2013

Williamson College of Business Administration Conference Center

7:30 a.m. – 11:30 a.m.

7:15 a.m.

*Employer Check-In*

7:30 – 8:00 a.m.

*Breakfast & Networking*

8:00 – 10:00 a.m.

**PICAM Employer Orientation**

**Introductions and Welcoming Remarks**

- Dr. Martin Abraham, Dean of STEM
- Dr. Betty Jo Licata, Dean of WCBA

**Structure of the PICAM Program**

- Dr. Stephen Rodabaugh, Associate Dean of STEM
  - Recap of Program and events

**Cooperative Education and Internships**

Definitions

- WCBA: Internship
- STEM: Cooperative Education and Internship
- EGCC: Professional Practice (Internship)

International Students

Transcribed Experiences – Required

- Students must register for an experiential course through their College

**Program Work Assignments**

- WCBA
- STEM and EGCC:
  - Supervisor and student establish goals (Learning Objectives)
  - Faculty Advisor conducts site visit
  - Students write weekly journal entries – Submit to faculty advisor
  - Performance Evaluation – Conducted by site supervisor
  - Student Evaluation
  - Essay
  - Presentation

**Laws and other Related Issues**

- **ASA (Obama Health Care)**
- **Ohio Unemployment Compensation**
- **Transportation**
- **Housing**
- **UnPaid Internships (Federal)**

**Q & A Session**

10:00 – 11:30 a.m.

**NOCHE “Maximize Your ROI: Return On Intern” Program**

*First Draft: 4.2.2013 (slb)*



**P I C A M**  
**(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED  
MANUFACTURING AND RELATED INDUSTRIES)**

AND

**TRANSPORTATION INTERNSHIP PROGRAM**

**The College of STEM, Office of Professional Practice  
invites you to attend the Employer Orientation for the PICAM Grant and  
Transportation Internship Programs.**

**When:** Friday, May 10<sup>th</sup> 2013      Lunch Provided  
1:00 pm – 4:00 pm      PICAM/Transportation Orientation  
1:00 pm – 2:30 pm      STEM Orientation  
2:30 pm – 4:00 pm      NOCHE

**Where:** Youngstown State University's College of STEM  
Moser Hall, Second Floor  
Schwebel Auditorium, Room 2000

**Who:** All PICAM and Transportation Approved Employers

**Please RSVP to [STEM.Jobs@ysu.edu](mailto:STEM.Jobs@ysu.edu) or (330)941-2151  
by May 8<sup>th</sup>, 2013**

**Parking information and directions will be provided once  
you confirm your registration.**

P I C A M

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(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

## PICAM Employer Orientation

April 2013

**Congratulations, \_\_\_\_\_!**

On behalf of **Youngstown State University**, the **College of Science, Technology, Engineering and Mathematics (STEM)**, **Williamson College of Business Administration (WCBA)** and **Eastern Gateway Community College (EGCC)**, the Office of Professional Practice is pleased to announce that your company, XXXX has been selected as a valued business partner to participate in the PICAM grant for the 2013 year (Summer and/or Fall semester). As a valued business partner you have been approved for \_\_\_\_\_ **STEM (Science, Technology, Engineering and Mathematics)** full-time internships/co-op slots for the remainder of the 2013 calendar year (summer 2013 or fall 2013 semester). We would like to cordially invite you to attend the PICAM Employer Orientation session on **Friday, April 19, 2013** in the **Conference Center (3<sup>rd</sup> floor)** of the **Williamson College of Business Administration** building from **7:30 a.m. to 12:00 p.m.** Attached to this email you will find **directions to WCBA, map of where to park – F25 Parking Lot, and if you require a hotel please click on the following link: ([hotels](#))**.

**We look forward to seeing you Friday, April 19, 2013!** The Orientation will kick off at 7:30 a.m. with the PICAM networking breakfast session and immediately following a warm Welcome and Introductions from Martin Abraham, Dean of the College STEM and Betty Jo Licata, Dean of the Williamson College of Business Administration. Next, we will be going over the nuts and bolts of the PICAM grant. An agenda will be provided the day of the event.

In the meantime, **please complete your PPOD (Professional Practice On-Line Database) registration and profile** (directions attached). Once completed and approved, please **Submit a Co-op/Internship Description – Please be explicit:** The more information you provide about your organization AND the position, the easier it is for us to effectively present your open position to students, staff and faculty. It is our experience that our students are more inclined to apply for positions when expectations are clearly defined. So please be explicit with plenty of details regarding your employment opportunities. If you need assistance in creating your position, please find attached a template to assist you.

**To RSVP for PICAM Employer Orientation Session**, please complete the attached form and return by email to **Linda Cascarelli** at [lmcascarelli@ysu.edu](mailto:lmcascarelli@ysu.edu) **no later than the DEADLINE - Tuesday, April 16, 2013.**

**If you have questions** regarding our please contact STEM: Sherri Hrusovski or Meredith Cavour at 330.941.2151; at WCBA: Linda Cascarelli at 330.941.3660 or Gwenn Clark at 330.941.1405; or at EGCC: Judith Miller at 740.264.5591, x-113.

Sincerely,

The PICAM Team Members



Youngstown State University



100 of 124

OMIC RFP Response

# PICAM

Presented by

**Youngstown State University:**  
**College of Science, Technology, Engineering, Mathematics**  
**(STEM) Professional Practice Program**

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## PICAM Overview

- Ohio Board of Regents
- Mission & Purpose

## Employer Information

- Employer Benefits
- Student Benefits
- Employer Eligibility
- Employer Application Process

## Student Information

- Eligibility Requirements
- Definitions of Internship and Cooperative Education (Co-op)
- Work Assignments

## AGENDA

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1. Ohio Means Internships and Co-ops—2012
2. STEM-WCBA–EGCC OMIC proposal in 2013: \$573,300 (OBOR) + \$576,700 (private match)
3. Program for Internships and Co-ops in Advanced Manufacturing and Related Industries—PICAM

## OBOR Efforts in CI's

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## PICAM Overview

Ohio Board of Regents  
 Mission & Purpose

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1. JobsOhio key industries: **advanced manufacturing** (incl. additive manufacturing), **aerospace & aviation**, **biohealth**, **financial services**, **information technology** (NAICS codes)
2. Increase number/qual. of **transcribed** CI's in target industries
3. Enhance students' educational experiences through transcribed, professional work placements directly related to academic majors/minors
4. Consortium: STEM, WCBA, EGCC, Chamber, MVMC, NAMII, NOCHE, YBI, 14 initial business partners + new
5. Assist business partners to recruit the best students in North America

## PICAM: Mission & Purpose

## **Employer Information**

Employer Benefits  
 Student Benefits  
 Employer Eligibility  
 Employer Application Process

1. Advantages of transcribed CI's: academics, student vetting, faculty/company/student partnership, access to YSU labs/equipment, liability insurance, research collaborations with faculty, students/ curricula feedback
2. Partial reimbursement of student salaries (20%)
3. Free CI employer training via NOCHE
4. Resources of Chamber, NAMII, NOCHE, YBI
5. Workforce development in PICAM targeted areas
6. Uniform programmatic expectations, one-stop shop

## PICAM: Employer Benefits

1. Tuition scholarship incentives
2. Synergism of academic and professional components via transcribing courses
3. Full integration of PICAM with NEOIntern, OhioMeansInternships, OhioMeansJobs
4. CI opportunities from YSU-NAMII collaboration with NAMII member companies
5. Company supervisor & faculty advisor collaboration, may include faculty advisor on site visits

## PICAM: Student Benefits

1. Business location in Ohio with CI openings in Ohio
2. CI openings in PICAM targeted industries in 2013
3. Documented experience with transcribed student placements OR NOCHE employer orientation provided by PICAM
4. Half-time placement: 20 hrs/wk x 15 wks = 300 hrs
5. Full-time placement: 40 hrs/wk x 15 wks = 600 hrs
6. Student salary at least \$10.00/hour
7. Be vetted/approved by Coordinator for STEM Student Professional Services OR Coordinator for WCBA Office of Professional Practice

## PICAM: Employer Eligibility

1. **Employer Request Form** (ERF)
2. **Professional Practice Online Database** (PPOD)—complete employer registration
3. Once vetted and approved, submit CI job description through PPOD

See Sherri Hrusovski (STEM); Gwenn Clark (WCBA)

## PICAM: Employer Application Process

## **Student Information**

Eligibility Requirements  
 Definitions of  
 Internship and Cooperative Education (Co-op)  
 Expectations  
 Work Assignments

### **ELIGIBILITY FOR STUDENTS**

The following criteria should be met for current STEM students to be PICAM eligible:

- 1) Currently enrolled student in the College of STEM at YSU and will not graduate until after professional practice experience.
- 2) Registered as either a rising junior (after the Spring 2013 semester), junior, or rising senior (after the spring 2013 semester), or senior undergrad or as a Master student—PICAM positions may be available for exceptional, rising sophomores, each of whom will be evaluated on a case-by-case basis.
- 3) Must have a 3.0 GPA in your major and a 2.75 or higher overall GPA.

## Eligibility Process

- 4) Declared major/minor which relates to a PICAM targeted industry.
- 5) Junior or seniors **MUST** register in either STEM 4891 Cooperative Education course (full-time) or the STEM 4890 Internship course (half-time), and sophomores **MUST** register for the STEM 3789 STEM Professional Practice course (half-time).
- 6) Approved placement in Ohio with a PICAM eligible employer.
- 7) Coop/internship completed in calendar 2013.

## Eligibility for Students

### **Internship or Professional Practice Courses**

#### **Summer 2013**

- Half-time placement: 20 hrs/wk x 12 wks = 240 hrs
- 1 – 4 Credit Hours
- Based on how many credits student takes, plus \$85.00 registration fee

### **Co-operative Education**

#### **Summer 2013**

- Full-time placement: 40 hrs/wk x 12 wks = 480 hrs
- Zero Credit
- \$350.00 flat fee

## Definitions of Internship and Cooperative Education (Co-op)

- Attend Student PICAM Orientation Workshop/Orientation on Saturday, May 11 and Monday, May 13, 2013.
- Report hire
- Complete Training Agreement/Obtain Faculty Advisor Approval
- Course enrollment
- Completion of Contract
- Meaningful assignment
- Safety

## Expectations

### **Student Role:**

- Complete Weekly Journal entries
- Learning Objectives
- Employer Performance Evaluation
- Student Evaluation
- Presentation Session
- Final Project Paper

### **Faculty Advisor:**

- Preliminary Site Visit
- Faculty Advisor Mid-Semester Site Visit

## Work Assignments

1. PICAM supports limited number of transcribed placements in 2013
2. Prospective students need to register with the STEM Professional Practice Program no later than 19, April for intended Summer 2013 placements
3. Moral: apply to PICAM without delay

PICAM:

**CI Positions “Budget”**

**STEM, Professional Practice Staff**

- Sherri Hrusovski, Coordinator
- Meredith Cavour, Secretary
- Kara Miller, Student Assistant
- Dr. Stephen Rodabaugh, Associate Dean

PICAM Team Members

Questions?

# Powering the Region's Economy

- Announcing new \$575,000 grant to support internships in advanced manufacturing and other key industries.
- Partial employer reimbursement available.
- Provides valuable career-related work experience to STEM and business majors.
- Students complete projects that have an immediate impact.



Join us for  
our Co-op and  
Internship  
Expo-  
Feb. 13,  
2013

## FOR MORE INFORMATION, PLEASE CONTACT:

Science, Technology, Engineering  
and Mathematics Professionals:

*Sherry Hrusovski*

slhrusovski@ysu.edu

330-941-2912

Accounting, Finance, Management  
and Marketing Professionals:

*Leigh Ann Waring*

lawaring@ysu.edu

330-941-1884

<http://web.yosu.edu/stem/intern>

Youngstown State University response

**Youngstown**  
STATE UNIVERSITY

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**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**“Employer Request Form”**

\*\* Please E-Mail [STEM.jobs@ysu.edu](mailto:STEM.jobs@ysu.edu) or fax 330-941-1567 your completed form \*\*

**EMPLOYER REGISTRATION INFORMATION:**

Company: \_\_\_\_\_ Industry: \_\_\_\_\_

Service/Products: \_\_\_\_\_ NAICS Code: \_\_\_\_\_ Company Website: \_\_\_\_\_

Address: \_\_\_\_\_  
Street Address

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Main Contact Person: \_\_\_\_\_ Title: \_\_\_\_\_

Department: \_\_\_\_\_ E-mail: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Cell: \_\_\_\_\_ Fax: \_\_\_\_\_

YSU Alumni: Yes \_\_\_\_\_ No \_\_\_\_\_ Year: \_\_\_\_\_ College: \_\_\_\_\_

**PLEASE CHECK BELOW THE MAJORS YOUR COMPANY WILL BE RECRUITING FOR:**

**YSU College of Science, Technology, Engineering, and Mathematics**

**Sciences:**

- Biological Sciences     Chemistry     Geological/Environmental Sciences     Physics/Astronomy

**Technology:**

- Computer Science     Computer Information Systems     Information Technology

**Engineering:**

- Civil/Environmental     Chemical     Electrical     Mechanical     Industrial & Systems

**Engineering Technology:**

- Civil and Construction     Drafting and Design     Electrical     Mechanical     Power Plant

**Mathematics:**

- Actuarial Mathematics     Mathematics     Statistics

**YSU Williamson College of Business Administration**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Accounting             | <input type="checkbox"/> Advertisement & Public Relations | <input type="checkbox"/> Business Administration |
| <input type="checkbox"/> Business Economics     | <input type="checkbox"/> Finance                          | <input type="checkbox"/> Human Resources         |
| <input type="checkbox"/> International Business | <input type="checkbox"/> Marketing                        | <input type="checkbox"/> MIS                     |

**Eastern Gateway Community College**

**Business:**

- Business Management Technology

**Technology:**

- Information Technology       Internet and Interactive Digital Media

**Engineering Technology:**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Building/Construction Trades                    | <input type="checkbox"/> Design Engineering             | <input type="checkbox"/> Electrical Utilities Technician |
| <input type="checkbox"/> Electrical Engineering                          | <input type="checkbox"/> Electro-Mechanical Engineering | <input type="checkbox"/> Electronics Engineering         |
| <input type="checkbox"/> Industrial/Manufacturing Trades                 | <input type="checkbox"/> Instrumentation and Control    | <input type="checkbox"/> Power Plant                     |
| <input type="checkbox"/> Utilities Services Production/Maintenance Trade |   |  |

**CO-OP/INTERNSHIP WORK TERM:**

- |                                 |                                    |                           |
|---------------------------------|------------------------------------|---------------------------|
| _____ Spring 2013 (January-May) | _____ Summer 2013 (May-Aug)        | _____ Fall 2013 (Aug-Dec) |
| _____ One semester              | _____ Two Semesters: _____ & _____ | _____ One-year            |

**POSITION INFORMATION:**

Internship/Co-op Title: \_\_\_\_\_

Reports To: \_\_\_\_\_ Title: \_\_\_\_\_

Attach Job Description: Yes: \_\_\_\_\_ No \_\_\_\_\_

How Many Total Interns/Co-ops To Hire: \_\_\_\_\_

Employment: \_\_\_\_\_ Part-time \_\_\_\_\_ Full-time

Hours Per Week: \_\_\_\_\_ Hourly Rate: \_\_\_\_\_

Location of Internship/Co-op: \_\_\_\_\_

II



**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**PICAM Employer Interest Form**

**CONTACT INFORMATION:**

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title: \_\_\_\_\_ Department: \_\_\_\_\_

Address: \_\_\_\_\_  
Street City State Zip

Phone Number: \_\_\_\_\_ Fax Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

**COMPANY INFORMATION:**

Company Name: \_\_\_\_\_

Company Web Address (URL): \_\_\_\_\_

Company Description: \_\_\_\_\_  
\_\_\_\_\_

**JOB INFORMATION:**

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

Job Description (Attach if necessary): \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Skill Requirements: \_\_\_\_\_  
\_\_\_\_\_

Relevant Majors: \_\_\_\_\_

Intern's Supervisor: \_\_\_\_\_ Title: \_\_\_\_\_

GPA Requirements: \_\_\_\_\_ Days/ hours per week: \_\_\_\_\_

Period of Employment: (Circle One) Fall Spring Summer Academic Year (Fall – Summer)

Compensation Type: (Circle One) Paid Non-Paid Wages: \_\_\_\_\_

Number of Students Expected to Hire: \_\_\_\_\_

Expected Start Date: \_\_\_\_\_ How Many Semesters: (Circle One)  
One semester Two Semesters back-to-back Alternating Semesters



## P I C A M

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

### “PPOD . . . Employer Registration and Approval Requirements”

#### Quick Guide to PPOD (STEM & WCBA Professional Practice On-line Database):

These instructions are intended to walk you through the process of utilizing the PPOD system as part of the STEM & WCBA student search for co-op/internship positions. We encourage you to take time to review these procedures so that you may utilize the system to its full potential. Once you have registered for the system please contact one of the Coordinators if you have specific questions on how to use PPOD.

*===== PPOD Instructions for Partner Employers =====*

#### Creating/Accessing your Account:

- A quick link to the Employer PPOD account can be found at:  
[http://stem.yсу.edu/gen/stem/Employers\\_m1938.html](http://stem.yсу.edu/gen/stem/Employers_m1938.html)
- Under “Professional Practice Online Database Employer Login”, click on “Register for PPOD.”
- Complete the registration form and then submit.
- Once we receive your registration request, we will approve your access . . . you will receive a notification verifying your access.
- Next, to “Post” a co-op/internship job opening, log into your account. Once you are on the home page, look under “Short Cuts” and click on “Create Non-OCR job postings.” Complete the form.
- Once you have completed the “Position Information” form, click submit.
- Once we receive your posting, we will approve your access . . . you will receive a notification verifying your access.
- In addition to posting positions, you can access the “Resume Books.” Resume books allow you to see resumes of students who are seeking a co-op/internship for that specific semester.
- The system allows you to “Post” co-op/internship postings and review Resume Books 24/7.

*===== End of PPOD Instructions for Partner Employers =====*



STEM Student Professional Services  
Phone: 33.941.2151 Fax: 330.941.1567  
E-mail: STEM.jobs@ysu.edu

Youngstown  
State  
University

## REMITTANCE FORM

### BILL TO:

College of STEM  
Professional Practice Program  
i.e. PICAM Grant, Summer 2013  
Youngstown State University

### SEND TO:

College of STEM-PICAM (OMIC Grant)  
Youngstown State University  
Attn: Sherri Hrusovski,  
Coordinator, STEM Professional Practice Program  
Moser Hall, Room 2055  
Youngstown, OH 44333

COMPANY:	Remit Check to the Attention of:		
Address:	City:	State:	ZIP:
Contract No:	Student Name:		

### Invoice Documentation:

A formal letter stating the total amount of reimbursement, an end of the semester payroll summary and associated Work Activity (Time Sheet) Log must be attached to this invoice and meet the following standards:

- 1) The Work Activity (Time Sheet) Log must be kept on all interns or co-ops.
- 2) The Work Activity Log must be signed by the intern and employer's supervisor (or designated personnel).
- 3) A payroll summary report which includes gross, net and hourly rate must be also attached to this invoice along with the Work Activity Log.
- 4) The formal letter (submitted on company letterhead) must state the student's name and the total amount the employer is seeking for reimbursement.

### PAYROLL SUMMARY (Employers fiscal representative completes this section)

**Record total actual hours worked by approved student during the Summer 2013 Experience.**

From: Month \_\_\_\_ Day \_\_\_\_, 20 \_\_\_\_

To: Month \_\_\_\_ Day \_\_\_\_, 20 \_\_\_\_

Total Hours Claimed: \_\_\_\_\_

Reimbursement Rate: \_\_\_\_\_  
(20% of base)\*

Invoice Amount: \_\_\_\_\_

I, hereby certify, that the above information is an accurate record of the students time while working in their internship/co-op experience and that the above amount is just and correct according to the terms of the grant.

\_\_\_\_\_  
**Fiscal Representative or Designated Personnel**

\_\_\_\_\_  
**Date**

\* Payments through Youngstown State University (via the PICAM Program (OMIC Grant) shall not exceed 20% of the base hourly wage (straight time) which employer pays to intern/co-op.

**Summer 2013**

**Registered Interns are considered half-time (20—29 hours per week; accumulative work hours between 200 — 406, 10-14 weeks)**  
**Registered Co-ops are considered full-time (30—40 hours per week; accumulative work hours between 300— 600, 10-14 weeks )**

\* Eligible reimbursement excludes any payments by employer in the form of fringe benefits of any type, pay raises, overtime premium, shift differential, incentive and/or piece work pay, holidays, vacation days, sick days, plant downtime, etc.



## COLLEGE OF STEM PICAM

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

### “Employer Guidelines and Eligibility for Reimbursement”

The PICAM is intended to offer students a professional internship. Eligible employers must offer an internship for at least 12 weeks of full-time employment or part-time during the spring, summer, and/or fall 2013 semesters. Student salary must be at least \$10.00/hour – STEM student salaries in Summer 2012 ranged from \$14.00/hour to \$22.00/hour. PICAM employers receive a twenty percent (20%) salary reimbursement. Students shall receive scholarship funding towards their next registered semester. Scholarships will be based upon whether the student registers for a full-time (40 hours per week) Cooperative Education Experience (\$2,000.00 scholarship) or a part-time (20 hours plus per week) Internship (\$1,000.00 scholarship).

#### Reimbursement Qualifications:

- (1) Employers who are approved for the PICAM Program will be reimbursed twenty percent (20%) of the wages paid to an eligible intern/co-op.
- (2) New employers will be sent a “New Supplier Request” form. This form must be completed and returned in order to become a vendor with the University.
- (3) The student and employer must complete the student’s Weekly Work Activity Log to verify the students worked hours. At the end of the semester the form must be signed by the student and employer and returned to the appropriate advisor.
- (4) Students and employers must complete all required Work Assignments.
- (5) Once the co-op/internship has been completed, a formal letter from the company stating the total amount of wages being requested for reimbursement, the Remittance form and documents, and the Activity Log should be sent to:

Sherri L. Hrusovski, MA  
Coordinator, STEM Professional Practice Program  
Youngstown State University  
College of STEM  
Moser Hall, Room 2055  
Youngstown, Ohio 44555  
[slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)

- (6) To receive your reimbursement all invoices must be submitted on or before Tuesday, December 31, 2013. Students cannot work past Friday, December 20, 2013.
- (7) Once the Company letter, invoice and Weekly Work Activity form has been reviewed and approved, then YSU’s Accounts Payable will create a check to be sent to the employer.

**NOTE:**  
Reimbursement under the PICAM program is dependent upon the availability of grant funds. Funding for this program is limited, and awards will be made to eligible employers until either available funds are exhausted or fall 2013 term concludes (December 31, 2013). Registration by an eligible employer and intern does not guarantee an award of grant funds unless appropriate and required documents have been submitted and approved. All requests for reimbursement are subject to review and verification of compliance with the Programs requirements.

# PICAM: EMPLOYER REIMBURSEMENT PROCESS

## First Step:

- 1) Send Employer "Reimbursement Guidelines"
  
- 2) Send Employer remittance form.

## Second Step:

- 1) Check e-CUBE to see if employer is an YSU vendor.
  - a. If the employer is not a vendor, then send them the "New Supplier Request form" which the employer needs to send this to Procurement Services (See attached letter sent to employers).
  
  - b. If we want confirmation of a new employer, we send Procurement Services a blank email with the company name in the subject line. Once the employer submits their request Procurement Services returns the email to confirm the employer's registration.

## Third Step:

- 1) At the end of the semester assignment (s) the employer sends the following information to us:
  - a. Completed and signed Remittance form.
  
  - b. The Work Activity (Time Sheet) Log must be kept on all interns or co-ops. (This form could have already been submitted by the student).
    - i. The Work Activity Log must be signed by the intern and employer's supervisor (or designated personnel).
  
  - c. A payroll summary report which includes gross, net and hourly rate must be also attached to this invoice along with the Work Activity Log.
  
  - d. The formal letter (submitted on company letterhead) stating the total amount of reimbursement.
  
- 2) All employer documents received to Professional Practice Program (STEM or WCBA). Reviewed and approved by coordinator/assistant coordinator. The coordinator/assistant coordinator is required to add their initials and date to the bottom of the remittance form.

## Fourth Step:

- 1) The Coordinator forwards the employer documents to Meredith Cavour, so that she may create a requisition in e-CUBE. Meredith will NOT process unless your initials and date are on the bottom of the Remittance Form. All forwarded documents will be attached to the requisition.
  
- 2) Once submitted, all documents will go through appropriate channels for approval.
  
- 3) Meredith will be able to verify employer's approval and payment through e-CUBE.



## THE COLLEGE OF STEM

### P I C A M

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

## “Employer Eligibility”

### PICAM PROGRAM OVERVIEW

The College of STEM at Youngstown State University (YSU), the Williamson College of Business Administration (WCBA) at YSU, and Eastern Gateway Community College (EGCC) have secured an Ohio Means Internships and Coops grant from the Ohio Board of Regents. All grant monies must be expended in the Spring, Summer, Fall 2013 terms.

#### **PICAM's purpose is to:**

- (1) Expand number/quality of coops/internships in the Mahoning Valley in calendar 2013 in these JobsOhio key industries: **Advanced Manufacturing, Aerospace & Aviation, Biohealth, Financial Services, Information Technology, Automotive, Energy, Food Processing, and Polymers and Chemicals.**
- (2) Significantly enhance students' educational experiences through high quality, **transcribed**, professional work placements directly related to their academic majors/minors.
- (3) Assist business and industrial partners in target industries with building their recruitment strategies through access to the best students available anywhere in North America.

PICAM benefits are described in other PICAM related literature: contact Sherri Hrusovski (330-941-2912, slhrusovski@ysu.edu).

### ELIGIBILITY FOR EMPLOYERS

The following criteria **MUST** be met in order for employers to be PICAM eligible for STEM students:

- 1) Employers must have a business location and cooperative education/internship openings in Ohio.
- 2) Regardless of an employer's general profile, grant funded co-op/internship positions must be in a PICAM supported industry—see above.
- 3) Have documented experience with transcribed student placements or undergo employer orientation provided by the Northeast Ohio Council on Higher Education (NOCHE) and paid for by PICAM at no charge to the employer.
- 4) Student salary must be at least \$10.00/hour—STEM student salaries in Summer 2012 ranged from \$14.00/hour to \$22.00/hour. PICAM employers receive a 20% salary reimbursement.
- 5) Be vetted and approved by the Coordinator for STEM Student Professional Services.

And the following items must be completed in order to be considered for the Program:

- 1) Complete the ***Employer Request Form (ERF)***.
- 2) ***Professional Practice Online Database (PPOD)***—registers and completes Employer Profile.
- 3) Submit a detailed co-op/internship job description through PPOD.
- 4) Select a “PICAM Approved” student through the College of STEM.
- 5) Attend the scheduled Employer orientation.
- 6) Mentor student during co-op/internship experience and assist with student work assignments.
- 7) Submit all necessary PICAM paperwork, invoices for approval and reimbursement.

**STEM Professional Practice Program**  
One University Plaza, Moser Hall, Room 2055  
Youngstown, Ohio 44555  
330.941.2912 (Direct) 330.941.1567 (Fax)  
STEM.jobs@ysu.edu (email) www.ysu.edu/STEM

## Student Information

FIRST NAME::	M. I.:	LAST NAME:
ADDRESS::		PHONE(S): ( )
CITY/ STATE/ ZIP:		MyYSU EMAIL:
GRAD DATE:		BANNER ID:
MAJOR:		MINOR:
TYPE OF EXPERIENCE:	<input type="checkbox"/> Internship <input type="checkbox"/> Co-op	
	<input type="checkbox"/> 1 <sup>st</sup> <input type="checkbox"/> 2 <sup>nd</sup> <input type="checkbox"/> 3 <sup>rd</sup> <input type="checkbox"/> 4 <sup>th</sup>	
	CLASS RANK:	TOTAL HOURS (include this semester)
	<input type="checkbox"/> Freshman (0-31 hrs) <input type="checkbox"/> Senior (94+ hrs)	<input type="checkbox"/> Sophomore (32-62 hrs) <input type="checkbox"/> Masters / Graduates <input type="checkbox"/> Junior (63-93 hrs) <input type="checkbox"/> Alum

## Employer Information

ORGANIZATION:	CONTACT PERSON:
ADDRESS:	CONTACT'S TITLE:
CITY/STATE/ZIP:	CONTACT'S PHONE: ( )
MAIN PHONE: ( )	CONTACT'S EMAIL:

## Internship/Co-op Information *(see attached approved internship or co-op description)*

POSITION TITLE:	<input type="checkbox"/> Hourly <input type="checkbox"/> Weekly <input type="checkbox"/> Stipend <input type="checkbox"/> Bonus <input type="checkbox"/> Commission <input type="checkbox"/> Other	SUPERVISOR'S FULL NAME:	ACADEMIC CREDIT HOURS SOUGHT:
COMPENSATION: \$		MINIMUM HOURS REQUIRED:	
SEMESTER:	BEGIN :	END DATE:	

## Registration Information

COURSE (CRN) REFERENCE NO.:	COURSE NUMBER:	COURSE NAME:
DEFERRED REGISTRATION:	<input type="checkbox"/> No <input type="checkbox"/> If yes, YOUR registration semester will be:	

I agree to perform all assigned duties to the best of my ability, satisfactorily meet all requirements of the employer, the academic department, the PICAM Grant and the Office of Professional Practice by the rules, regulations, policies and procedures of the employer and the University **(i.e. registering for course credit)**, and pay all applicable fees while on assignment. Failure to meet the above requirements will result in my dismissal from the assignment, and forfeiture of any benefits of the Professional Practice Experience and the PICAM grant. **In order to obtain academic credit, I must have this Agreement completed and be enrolled in the internship/co-op course on BANNER BEFORE starting my assignment.**

\_\_\_\_\_  
Student Signature Date

The **Employer** agrees to coordinate the student's assigned duties in ways that will closely relate to the student's academic degree program and/or career objectives; provide at least the minimum semester hours of supervision for the student; evaluate the student's performance on forms provided by the University, and provide the same consideration of health, safety and working conditions accorded other employees.

\_\_\_\_\_  
Employer Signature Date

The **Chair/Faculty Advisor** agrees to determine approval of the internship/co-op description, oversee the student's activities based on the syllabus, meet with the student and employer as needed and grant academic credit to the student with a letter grade upon completion of the assignment.

\_\_\_\_\_  
Internship/Coop Faculty Advisor or Program Coordinator Date

The **Office of Professional Practice** agrees to maintain communication with both the employer and student in an effort to answer questions, resolve potential problems and otherwise endeavor to make the experience as productive and rewarding as possible for both the employer and the student.

\_\_\_\_\_  
Sherri L. Hrusovski, STEM Professional Practice Coordinator Date

<b>FOR OFFICE USE TO COMPLETE STUDENT'S FILE:</b>		<input type="checkbox"/> Check here if "F" Code is needed
<input type="checkbox"/> Application <input type="checkbox"/> Internship/Co-op Description <input type="checkbox"/> Resume <input type="checkbox"/> PPOD Online Registration	Date Override Given:	By:

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## P I C A M

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

### PICAM Student Scholarship Letter

May 16, 2013

ATTN: Ms. Barbara Greene  
Manager, Financial Analysis and Reporting  
YSU, Office of Financial Aid and Scholarships  
[bgreene@ysu.edu](mailto:bgreene@ysu.edu)

Dear Ms. Greene:

During December 2012, the State of Ohio Board of Regents awarded Youngstown State University (YSU) the Ohio Means Internship Co-op (OMIC)-a.k.a. YSU's Programs for Internships and Co-ops in Advanced Manufacturing and Related Industries (PICAM) for the 2013 calendar year. As an integral part of the program, students who successfully complete the program are either entitled to receive a scholarship for their next scheduled academic semester or as otherwise indicated by the STEM Professional Practice Coordinator: Transcribed Interns will receive a \$1,000.00 award and Co-ops will receive \$2,000.00.

For the Spring 2013 semester we had XX students who successfully completed either a transcribed internship or co-op experience. Please disperse the following students their scholarship award for the semester indicated.

- 1) Name  
Banner ID:  
Scholarship Amount:  
Term:
- 2) Name  
Banner ID:  
YSU Email address:  
Scholarship Amount:  
Term:
- 3) Name  
Banner ID:  
YSU Email address:  
Scholarship Amount:  
Term:

If you have any additional questions please contact Sherri Hrusovski at 330.941.2912 or email her at [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu).

Regards,

Dr. Stephen E. Rodabaugh  
Associate Dean, College of Science, Technology, Engineering and Mathematics



## THE COLLEGE OF STEM

### P I C A M

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

## “Student Eligibility”

### PICAM PROGRAM OVERVIEW

The College of STEM at Youngstown State University (YSU), the Williamson College of Business Administration (WCBA) at YSU, and Eastern Gateway Community College (EGCC) have secured an Ohio Means Internships and Coops grant from the Ohio Board of Regents. All grant monies must be expended in the Spring, Summer, Fall 2013 terms.

#### PICAM's purpose is to:

- (1) Expand number/quality of coops/internships in the Mahoning Valley in calendar 2013 in these JobsOhio key industries: **advanced manufacturing, aerospace & aviation, biohealth, financial services, information technology.**
- (2) Significantly enhance students' educational experiences through high quality, **transcripted**, professional work placements directly related to their academic majors/minors.
- (3) Assist business and industrial partners in target industries with building their recruitment strategies through access to the best students available anywhere in North America.

PICAM benefits are described in other PICAM related literature: contact Sherri Hrusovski (330-941-2912, [slhrusovski@ysu.edu](mailto:slhrusovski@ysu.edu)).

The College of STEM at Youngstown State University has secured funding, through the State of Ohio Board of

### ELIGIBILITY FOR STUDENTS

The following criteria should be met for current STEM students to be PICAM eligible:

- (1) Currently enrolled student in the College of STEM at YSU and will not graduate until after professional practice experience.
- (2) Registered as either a rising junior (after the Spring 2013 semester), junior, or rising senior (after the spring 2013 semester), or senior undergrad or as a Master student—PICAM positions may be available for exceptional, rising sophomores, each of whom will be evaluated on a case-by-case basis.
- (3) Must have a 3.0 GPA in your major and a 2.75 or higher overall GPA.
- (4) Declared major/minor which relates to a PICAM targeted industry.
- (5) Junior or seniors **MUST** register in either STEM 4891 Cooperative Education course (full-time) or the STEM 4890 Internship course (half-time), and sophomores **MUST** register for the STEM 3789 STEM Professional Practice course (half-time).
- (6) Approved placement in Ohio with a PICAM eligible employer—see above.
- (7) Coop/internship completed in calendar 2013.

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**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**PICAM Student Publicity Release**

I authorize Youngstown State University's College of Science, Technology, Engineering and Mathematics (STEM) to publish/broadcast my testimonial, appearance and/or voice to record my picture and/or voice (on photograph's, films and/or tape), to edit my testimonial and/or these recordings at its discretion, to incorporate my testimonial and/or use my name, photograph, likeness, voice, biographic and other information concerning me in connection thereto. I understand that Youngstown State University's College of Science, Technology, Engineering and Mathematics (STEM) owns all rights to the aforementioned recordings, photographs and biographical materials.

I release Youngstown State University's College of Science, Technology, Engineering and Mathematics (STEM) from any loss, damage and liability arising out of my appearance on photographs, film, printed materials and/or tape.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Address

\_\_\_\_\_  
City State Zip



**COLLEGE OF STEM  
P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**“Training Agreement”**

(PLEASE PRINT)

**STUDENT INFORMATION**

Name: \_\_\_\_\_ Banner ID: \_\_\_\_\_  
 (First) (M.I.) (Last)  
 Major: \_\_\_\_\_ Minor: \_\_\_\_\_  
 MyYSU Email: \_\_\_\_\_ Class Rank: \_\_\_\_\_ Graduation Date: \_\_\_\_\_

**EMPLOYER INFORMATION**

Company Name: \_\_\_\_\_ Contact's Title: \_\_\_\_\_  
 Contact Person: \_\_\_\_\_  
 (First) (Last)  
 Work Telephone: (\_\_\_\_\_) \_\_\_\_\_ Work Email: \_\_\_\_\_  
 Work Address: \_\_\_\_\_  
 (Street) (City) (State) (Zip)

**STUDENT POSITION INFORMATION**

Position Title: \_\_\_\_\_ Supervisor: \_\_\_\_\_  
 Semester: \_\_\_\_\_ Fall \_\_\_\_\_ Spring \_\_\_\_\_ Summer \_\_\_\_\_ Begin Date: \_\_\_\_\_ End Date: \_\_\_\_\_  
 Hours Per Week: \_\_\_\_\_ Compensation: \$ \_\_\_\_\_: \_\_\_\_\_ Hourly \_\_\_\_\_ Stipend \_\_\_\_\_ Other \_\_\_\_\_  
 Brief Description of Duties (or attach job description): \_\_\_\_\_

**SIGNATURES**

The **student** agrees to: satisfactorily meet all requirements of both the employer and Youngstown State University, including duties as assigned by the employer, course assignments as outlined by the course syllabus, course registration and payment of all associated fees for all semesters of participation. Students also agree that they have read and agree to the Code of Professional and Ethical Conduct on the reverse side of this form or following this page.

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

The **Faculty Advisor** agrees to: approve the above internship/co-op description, oversee the student's activities based on the syllabus, meet with the student and employer as needed and grant academic credit to the student with a letter grade upon completion of the assignment.

Faculty Advisor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Credit hour: \_\_\_\_\_ Course Number: \_\_\_\_\_ CRN: \_\_\_\_\_



**P I C A M**

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

**“WORK ACTIVITY LOG”**

Semester/Year: \_\_\_\_\_

Total Number of Onsite Hours Required: \_\_\_\_\_

(Please Print)

Course Number: \_\_\_\_\_

**STUDENT'S INFORMATION**

Co-op/Intern Name: \_\_\_\_\_

Major: \_\_\_\_\_

Class Rank: \_\_\_\_\_

Faculty Advisor: \_\_\_\_\_

Department: \_\_\_\_\_

**WORKSITE INFORMATION**

Work Site: \_\_\_\_\_

Site Supervisor: \_\_\_\_\_

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

Week	Inclusive dates of the Work Week	SUN	MON	TUES	WED	THUR	FRI	SAT	Total hours this week	Total hours to date
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										
15										
16										

The signatures below indicate that the co-op/intern has completed all of the co-op/interns hours on this log sheet.

\_\_\_\_\_  
Co-op/Intern Signature

\_\_\_\_\_  
Site Supervisor's Signature

The Weekly Time Log **MUST** be turned in when employer



## P I C A M

(PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING AND RELATED INDUSTRIES)

### PICAM Testimonial

In order to ensure that we can continue to offer programs such as PICAM, please answer the questions below, and return along with the PICAM Publicity Release form.

#### STUDENT INFORMATION

Name: \_\_\_\_\_ Major: \_\_\_\_\_

Company Name: \_\_\_\_\_

1. How much influence did the PICAM incentives (tuition scholarship, paid internship) have on your decision to complete an internship/co-op?
2. How has your experience helped you professionally, academically, and/or personally?
3. What would you tell other students about internships and co-ops?
4. How has working with the professional practice office enhanced your experience at YSU?
5. How has being a part of the PICAM program been beneficial to you and/or your employer?
6. How has your career goals changed after completing an internship/co-op with companies based in Advanced Manufacturing/related industries? How has your experience changed your confidence level in meeting your goals?

Student's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

***Please return on or before your final presentation date.***

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

**PICAM2 JOB DESCRIPTIONS**

The **PICAM2** Management Team membership, its infrastructure, and member bios are given in another section of the proposal entitled “**PICAM2** Management Team”. The infrastructure given there infers a “job description” for each member of that team, including the PI. The purpose of this section is to give more explicit job descriptions of the three, new full-time positions being added and funded by **PICAM2**: the PD Suite Administrator, the STEM Career Liaison, and the WCBA Career Liaison. The two Career Liaisons jointly function as the project managers within their respective Colleges as well as liaison with the partner education institutions. Note that the PD Suite Administrator position will fold into the two Career Liaisons as a sustainability strategy (see Proposal Narrative II.A(4) above).

**PD Suite Administrator**

**Primary Functions**

- (1) To consult with STEM and WCBA faculty and staff concerning the aims and goals of the PD Suite and its role within the **PICAM2** project.
- (2) To recruit and hire YSU and partner institutional faculty and employer staff, as appropriate, to design and deliver the ten workshops comprising the PD Suite described in the Proposal Narrative and Proposal Abstract.
- (3) To work with STEM and WCBA faculty and staff, including the internal **PICAM2** assessment evaluator to implement appropriate assessment metrics and feedback loops.
- (4) To work with STEM and WCBA faculty and staff, including the external **PICAM2** assessment evaluator in the initial and final assessments of the **PICAM2** program.
- (5) To work with YSU and partner institutional faculty, employer staff, and **PICAM2** Management Team to convert the PD Suite into the suite of course-workshops as described in the Proposal Narrative as the close of the grant period.
- (6) To work closely with the YSU Metro College regarding registration policies and procedures.
- (7) Reports to the **PICAM2** PI.

**Qualifications**

Bachelor’s degree required, Master’s degree in STEM or counseling or student services or higher education administration strongly preferred. Three years’ experience (may include Graduate Assistantship experience) in career development services in an educational setting is required; experience with budgets and program development preferred. Must possess these competencies: current knowledge of employment and career planning materials, proficient personal computer skills, including e-mail, record keeping, routine database activity, word processing, spreadsheets, graphics, etc. Knowledge of and experience in NACELink (Symplicity) will be given extra preference.

**STEM Career Liaison**

**Primary Functions**

- (1) Provide career advising, presentations, and instructions to prepare **PICAM2** students for professional practice experiences and eventual full-time career placements **PICAM2** in targeted industries.
- (2) Assist with planning and executing numerous career related programs and workshops to educate students in the career planning process and prepare them for co-op and internship experiences.

**PROGRAM FOR INTERNSHIPS AND CO-OPS IN ADVANCED MANUFACTURING  
AND RELATED INDUSTRIES: PART II (PICAM2)**

- (3) Make **PICAM2** and professional practice related presentations in **PICAM2** partner institution classrooms. Instruct students on the use of career databases and sites.
- (4) Train partner institution staff on use of **PICAM2** database.
- (5) Assist students in applying for internships and finding internships.
- (6) Assess individual career development needs, providing specific career development as needed.
- (7) Complete **PICAM2**-related administration, such as managing student scholarships and employer reimbursements.
- (8) Update the STEM Professional Practice website.
- (9) Administrative duties include, but are not limited to: maintaining **PICAM2** student portfolios and files (hard copy and/or database), making copies, filing, scheduling appointments, phone calls, responding to emails, and etc.
- (10) Attend meetings as required and represent the **PICAM2** consortium as needed.
- (11) Reports to the Coordinator, STEM Professional Student Services.

**Qualifications**

Bachelor's degree in a STEM field and CACREP accredited Master's degree in Student Affairs required with 2-3 years of experience (may include Graduate Assistantship experience) in career development services in a higher education setting, preferably in professional practice. Must have experience working within a college of STEM and in grant-funded programs. Experience in NACElink (Symplicity) and ContentM will be given extra preference.

**WCBA Career Liaison**

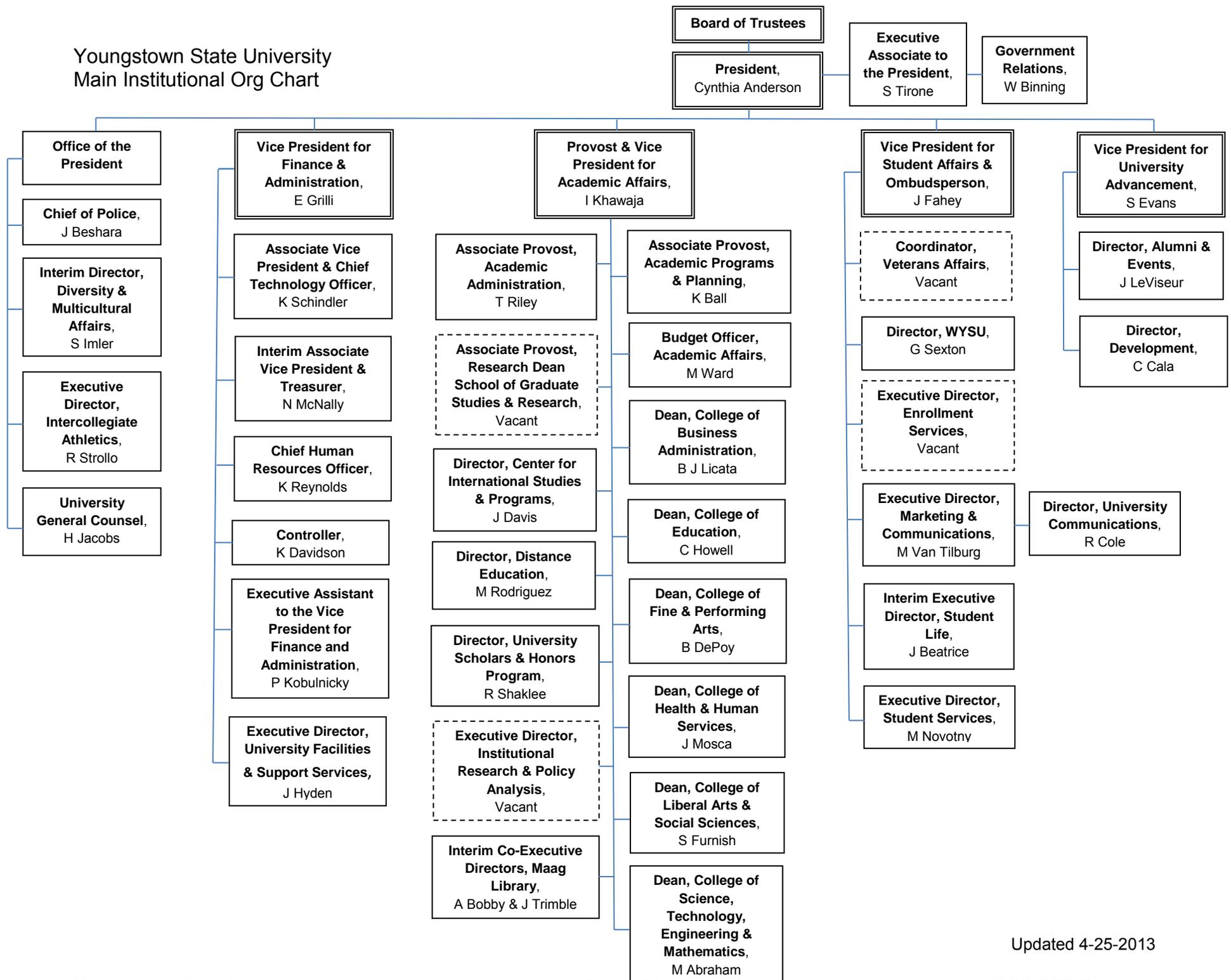
**Primary Functions**

- (1) Provide career advising, presentations, and instructions to prepare **PICAM2** students for professional practice experiences and eventual full-time career placements **PICAM2** in targeted industries.
- (2) Assist with planning and executing numerous career related programs and workshops to educate students in the career planning process and prepare them for co-op and internship experiences.
- (3) Make **PICAM2** and professional practice related presentations in **PICAM2** partner institution classrooms. Instruct students on the use of career databases and sites.
- (4) Train partner institution staff on use of **PICAM2** database.
- (5) Assist students in applying for internships and finding internships.
- (6) Assess individual career development needs, providing specific career development as needed.
- (7) Administrative duties include, but are not limited to: maintaining **PICAM2** student portfolios and files (hard copy and/or database), making copies, filing, scheduling appointments, phone calls, responding to emails, and etc.
- (8) Attend meetings as required and represent the **PICAM2** consortium as needed.
- (9) Reports to the WCBA, Director of Undergraduate Student Services.

**Qualifications**

CACREP accredited Master's degree in Student Affairs required with 2-3 years of experience (may include Graduate Assistantship and internship experience) in career development services in a higher education setting, preferably in professional practice. Must have experience working within a college of business, in grant-funded programs, instruction of career related courses, and workshop development. Experience in NACElink (Symplicity) will be given extra preference.

# Youngstown State University Main Institutional Org Chart



Updated 4-25-2013