## Proposal Cover Sheet

<table>
<thead>
<tr>
<th><strong>Project Name</strong></th>
<th>THE NEO Career Advantage: Internship/Co-Op Initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Location/s</strong></td>
<td>Lorain County and near contiguous geographic areas in Western Cuyahoga, Medina, Ashland, Erie and Huron counties.</td>
</tr>
<tr>
<td><strong>Project Start Date</strong></td>
<td>January 1, 2013</td>
</tr>
<tr>
<td><strong>Interns/Co-ops Start Date</strong></td>
<td>January 22, 2013</td>
</tr>
<tr>
<td><strong>Lead Applicant – Must be public higher education agency</strong></td>
<td>Name and Address of Postsecondary Institution</td>
</tr>
</tbody>
</table>
| | Lorain County Community College  
| | 1005 Abbe Road North  
| | Elyria, Ohio 44035 |
| **Chief Contact Individual must be authorized to sign agency grant contract and legally responsible as agency representative.** | Name/Title of legal representative Address, Telephone, FAX, and E-Mail |
| | Dr. Roy A. Church  
| | President  
| | 1005 Abbe Road North CC 222  
| | Elyria, Ohio 44035  
| | 440-366-4050 ph  
| | 440-366-4150 fx  
| | rchurch@lorainccc.edu |
| **Project Director(s)-Key Personnel(s)** | Name/Title, Address, Telephone, FAX, and E-Mail |
| | Marcia Jones  
| | Manager, Career Services  
| | 1005 Abbe Road North LC 137 C  
| | Elyria, Ohio 44035  
| | 440-366-4729 ph  
| | 440-366-4676 fx  
| | mjones@lorainccc.edu |
| **Amount of state money requested** | $ 673,959 |
| **Match money committed** | $ 673,982 |
| **Number of internships/co-ops proposed** | 135 |
| **JobsOhio key industry/ies impacted** | BioHealth, Energy, Advance Manufacturing, Aerospace & Aviation and Information Technology |
Are any of the applicants represented by a member of the Advisory Committee?

Name/s: Roy A. Church, LCCC

Legal Applicant

Name: Lorain County Community College

Address: 1005 N. Abbe Rd.

City: Elyria Zip: 44035

Phone: (440) 366-4050 Fax: (440) 366-4150 E-Mail: rchurch@lorainccc.edu

CEO Name: Roy A. Church

1) Certification by Authorized Official:

To the best of my knowledge and belief, data contained in this application are true and correct. The document has been duly authorized to comply with the required assurances.

Signature of Authorized Official:

Typed Name and Title: Roy A. Church, President

Date: October 12, 2012

2) Administering Entity

Agency Name: Lorain County Community College

Address: 1005 N. Abbe Rd.

City: Elyria Zip: 44035 Phone: (440) 366-4050

Fax: (440) 366-4150 Contact Person: Roy A. Church

Title: President E-Mail: rchurch@lorainccc.edu

3) Business Partners (please submit separate information for each partner)

Company Name: TURBOTRON (NAICS 333611) Projected Interns: 2

Address: 710 Sugar Lane

City: Elyria Zip: 44035 Phone: (440) 365-5515

Fax: (440) 365-5515 Contact Person: Matt Warholic

Title: Vice President E-Mail: 

Business Partners (please submit separate information for each partner)

Company Name: Energy Focus (NAICS 335122) Projected Interns: 4

Address: 32000 Aurora Road
City: Solon Zip: 44139 Phone: (440) 715-1275
Fax: (440) 715-1314 Contact Person: Keith Kazenski
Title: Contract and Proposal Manager E-Mail: KKazenski@efoi.com

**Business Partners (please submit separate information for each partner)**

Company Name: Meyer Products LLC (NAICS 332999) Projected Interns: 4
Address: 18513 Euclid Avenue
City: Cleveland Zip: 44112-1084 Phone: (216) 486-1313
Fax: (216) 486-1321 Contact Person: Andrew L. Outcalt
Title: President E-Mail: info@meyerproducts.com

Company Name: Thogus (NAICS 326122) Projected Interns: 2
Address: 33490 Pin Oak Parkway
City: Avon Lake Zip: 44012 Phone: (440) 933-8850
Fax: (440) 933-7839 Contact Person: Matthew K. Hlavin
Title: President E-Mail: info@thogus.com

Company Name: AMIDAC International (NAICS 335312) Projected Interns: 5
Address: 151 Innovation Drive
City: Elyria Zip: 44035 Phone: (440) 822-4244
Fax: (440) 809-8414 Contact Person: Ameer Alghusain
Title: President & CEO E-Mail: Ameer@Amidac.com

Company Name: Spectre Corporation (NAICS 334519) Projected Interns: 2
Address: 151 Innovation Dr., Ste. 340
City: Elyria Zip: 44035 Phone: (440) 250-0580
Fax: Contact Person: Jack Keller
Title: President E-Mail: jack_ata@hotmail.com

Company Name: Acense, LLC (NAICS 2111) Projected Interns: 1
Address: 8941 Dutton Drive
City: Twinsburg Zip: 44087 Phone: (440) 227-9944
Fax: Contact Person: Robert H. Kinnder
Title: Project Manager  E-Mail: bkinner@firstpowergroupllc.com

**Business Partners (please submit separate information for each partner)**

Company Name: Myers Controlled Power, LLC  (335313)  Projected Interns: 6

Address: 219 E. Maple St. Suite 100/200E  PO Box 2460

City: North Canton  Zip: 44720  Phone: (330) 834-3200

Fax: (330) 834-3201  Contact Person: Shirley J. Lawrence

Title: Controller/HR Manager  E-Mail: 

**Business Partners (please submit separate information for each partner)**

Company Name: Technology Management, Inc.  (NAICS 2211)  Projected Interns: 6

Address: 290 Alpha Drive

City: Cleveland  Zip: 44143  Phone: (440) 995-9500

Fax: Contact Person: Michael Petrik

Title: Vice President/General Manager  E-Mail: micrun@aol.com

**Business Partners (please submit separate information for each partner)**

Company Name: ABS Materials  (NAICS 325199)  Projected Interns: 6

Address: 1909 Old Mansfield Road

City: Wooster  Zip: 44691  Phone: (330) 234-7999

Fax: Contact Person: Glenn Johnson

Title: Chief Operating Officer  E-Mail: g.johnson@absmaterials.com

**Business Partners (please submit separate information for each partner)**

Company Name: Summit Testing & Inspection Company  (NAICS 5416)  Projected Interns: 12

Address: P.O. Box 2231

City: Akron  Zip: 44320  Phone: (330) 869-6606

Fax: (330) 869-6437  Contact Person: Eric D. King

Title: Operations Manager  E-Mail: 

**Business Partners (please submit separate information for each partner)**

Company Name: Ohio Aerospace Institute (OAI)  (NAICS 3345, 3364)  Projected Interns: 20

Address: 22800 Cedar Point Road

City: Cleveland  Zip: 44142  Phone: (440) 962-3000

Fax: (440) 962-3120  Contact Person: Ann O. Heyward

Title: Vice President, Research and Educational Programs  E-Mail: 
Business Partners (please submit separate information for each partner)

Company Name: ShaleNET
Projected Interns: 5

Address: Penn State, One College Avenue
City: Williamsport, PA Zip: 17701 Phone: (570) 327-4775
Fax: (570) 321-5446 Contact Person: Larry Michael
Title: Asst. VP for Work Development & Special Projects E-Mail: lmichael@pct.edu

Business Partners (please submit separate information for each partner)

Company Name: NOCHE
Projected Interns: 5

Address: 1422 Euclid Avenue
City: Cleveland Zip: 44115 Phone: (216) 420-9200 X224
Fax: (216) 420-9292 Contact Person: Ann Womer Benjamin
Title: Executive Director E-Mail: awomerbenjamin@noche.org

Business Partners (please submit separate information for each partner)

Company Name: Parker Hannifin (NAICS 332912)
Projected Interns: 1

Address: 520 Ternes Avenue
City: Elyria Zip: 44035 Phone: (440) 366-1263
Fax: Contact Person: Lauren Macias
Title: Human Resource Manager E-Mail: lmacias@parker.com

Business Partners (please submit separate information for each partner)

Company Name: Diebold (NAICS 5191)
Projected Interns: 9

Address: 5995 Mayfair Rd., PO Box 3077
City: North Canton Zip: 47270 Phone: (330) 490-4000
Fax: Contact Person: Cierra M. Chiwanga, PHR
Title: Associate Talent Acquisition Analyst E-Mail: 

Business Partners (please submit separate information for each partner)

Company Name: Gaspar Inc. (NAICS 3339)
Projected Interns: 12

Address: 1545 Whipple Avenue SW
City: Canton Zip: 44710 Phone: (330) 477-2222
Fax: Contact Person: Philip M. Marinucci
Title: Project Manager E-Mail: 

Business Partners (please submit separate information for each partner)

Company Name: Miller Weldmaster (NAICS 314999)
Projected Interns: 6
Address: 4220 Alabama Ave.

City: Navarre Zip: 44662 Phone: (330) 833-6739

Fax: (330) 837-2828 Contact Person: Jeffrey P Sponseller

Title: Executive Vice President E-Mail: sales@weldmaster.com

Business Partners (please submit separate information for each partner)

Company Name: ABLE Consortium Projected Interns: 

Address: 205 West 20th St. Suite M590

City: Lorain Zip: 44052 Phone: (440) 366-7674

Fax: (440) 366-4545 Contact Person: Mary Murphy

Title: Director E-Mail: mmurphy@lorainccc.edu

Business Partners (please submit separate information for each partner)

Company Name: Northeast Ohio Natural Gas Projected Interns: 3

Address: 9081 State Route 250

City: Strasburg Zip: 44680 Phone: (330) 878-5589

Fax: Contact Person: Mark Wetzel

Title: Design Engineer E-Mail: 

Business Partners (please submit separate information for each partner)

Company Name: OEWC Projected Interns: 

Address: 850 Tech Center Drive

City: Gahanna Zip: 43230 Phone: (614) 716-2918

Fax: Contact Person: Joe Cisneros

Title: Director – AEP Diversity & Culture E-Mail: jcisneros2@aep.com

Business Partners (please submit separate information for each partner)

Company Name: SGS Tool Company Projected Interns: 9

Address: 55 S Main St

City: Munroe Falls Zip: 44262 Phone: (330) 686-4118

Fax: Contact Person: Jackie Schulte

Title: Director of Human Resources E-Mail: 

Business Partners (please submit separate information for each partner)

Company Name: Intwine Energy Projected Interns: 2-5

Address: 8401 Chagrin Road, Suite 10A

City: Chagrin Falls Zip: Phone: (440) 773-7144
Fax: ___________________________ Contact Person: __________ Dave Martin
Title: __________ President ___________ E-Mail: dmartin@intwineenergy.com

**Business Partners (please submit separate information for each partner)**

Company Name: __ Team Lorain County ___________ Projected Interns: __ NA ___________

Address: __________________________

City: ______ Elyria ___________ Zip: ______ 44035 ______ Phone: (440) 328-2561

Fax: ______ (440) 328-2349 ______ Contact Person: __________ Steve Morey

Title: ______ President/CEO ___________ E-Mail: __________ smorey@teamloraincounty.com

**Business Partners (please submit separate information for each partner)**

Company Name: __ Magnet ___________ Projected Interns: __ 10 ___________

Address: __________________________

City: ______ Cleveland ___________ Zip: ______ 44114 ______ Phone: (216) 432-5301

Fax: __________________ Contact Person: __________ Daniel E. Berry

Title: ______ President and CEO ___________ E-Mail: __________________

4) **Educational Partners (please submit separate information for each partner)**

Name: __ Stark State College ___________

Address: 6200 Frank Avenue NW

City: ______ North Canton ___________ Zip: ______ 44720 ______ Phone: (330) 494-6170 Ext. 4204

Fax: __________________ E-Mail: __________ pjones@starkstate.edu

President/CEO/Director Name: __ Para Jones, President

5) **Other Partners (please submit separate information for each partner)**

Name: __ LCCC Foundation ___________

Address: 1005 North Abbe Road

City: ______ Elyria ___________ Zip: ______ 44035 ______ Phone: (440) 366-7557

Fax: __________________ Contact Person: __________ Tracy Green

Title: ______ President ___________ E-Mail: __________ tagreen@lorainccc.edu
Ohio Means Internships and Coops
Ohio Board of Regents
The NEO Career Advantage Internship/Co-op Initiative

Abstract

The NEO Career Advantage Internship/Co-op Initiative is a regional collaborative effort among two (2) community colleges (Lorain County Community College and Stark State College, along with nine (9) regional and state-wide industry groups, and 18 individual employers, as well as the Lorain County Community College Foundation. It is focused on ensuring the development of at least 135 new internships and co-ops in Energy (Oil & Gas, Electric and Advanced Energy, including fuel cells; Advanced Manufacturing; Aerospace and Aviation; BioHealth; and Information Technology. The project has three goals and related strategies:

1. **Create Employer Preference for Community College Talent:** Work with employers, industry consortia, trade associations, and economic and workforce development organizations to grow at least 135 new internship/co-op opportunities for credential-seeking community college students that lead to hiring; promote region-wide strategies for shared evaluation and feedback loops; promote, incentivize and publicize internship/co-op successes; provide one-to-one match reimbursement to employers for internship/co-op wages.

2. **Develop the Career Advantage Program** and the Career Advantage Transcript Designation: Implement and adapt LCCC’s “Career Advantage” designation that combines career and professional development activities with participation in internships/co-ops leading to a recognized transcript notation; align the model for replication and institutionalization for other Ohio-based post-secondary institutions; implement targeted processes to provide scholarships to students engaged in internships/co-ops; provide stipends to students serving as Career Advantage Student Ambassadors; provide training and tools to Student Ambassadors to promote internships/co-ops among other colleges and employers; incorporate internship/co-op criteria into existing and new performance based scholarships (e.g., Choose Ohio First and other Institutional/Foundation scholarships and grants-in-aid).

3. **Advance Experiential Education:** Work with established Advisory Committees and faculty/employer relationships to develop new internship/co-ops expectations; map existing experiential education opportunities to catalogue current activity to establish the baseline; establish clear benchmarks leading to embedding experiential education (including internships and co-ops) into every program of study; develop quantitative goals and objectives that meet National Society for Experiential Education standards and OBOR expectations; develop connections between Career Advantage credential and Capstone Classes.

In addition, the project will work with nine (9) regional and state-wide industry groups to cultivate new internships/co-ops among employers who do not currently offer these opportunities, or who may offer internships, but only to four-year students. These collaborations will focus on promoting the value of community college student talent and the level of skill and quality that can be secured by using community college students.

The budget supports student wages, and scholarships for participation in the NEO Career Advantage Initiative, representing 55% of the total budget. Employers have committed to at least 135 new internships and the project team is confident that the number of new internships and the amount of employer contribution is likely to be higher than currently proposed. This will be reported along with other requisite information in each of the planned reports to OBOR.
Project Narrative – Ohio Means Internships and Co-ops

I. Program Snapshot – 10 points

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of JobsOhio Key Industry or Industries</td>
<td>5</td>
</tr>
<tr>
<td>Number of co-ops/internships created</td>
<td>135</td>
</tr>
<tr>
<td>Number that meet High Demand Occupations</td>
<td>135</td>
</tr>
<tr>
<td>Number of business partners</td>
<td>25</td>
</tr>
<tr>
<td>Number of higher education partners</td>
<td>2</td>
</tr>
<tr>
<td>Number of other partners</td>
<td>1</td>
</tr>
<tr>
<td>Amount of state money requested</td>
<td>673,959</td>
</tr>
<tr>
<td>Amount of match money obtained</td>
<td>673,982</td>
</tr>
<tr>
<td>Total state money requested divided by number of co-ops &amp; internships</td>
<td>4,992</td>
</tr>
<tr>
<td>Total match money obtained divided by number of co-ops &amp; internships</td>
<td>4,992</td>
</tr>
<tr>
<td>Total money (state plus match) divided by number of co-ops &amp; internships</td>
<td>9,985</td>
</tr>
</tbody>
</table>

II. Programmatic Components – 40 points

1. Business attraction & retention: Helps attract businesses to Ohio and/or retain them by closing skills gap, aligning curriculum and providing talent pipeline

In an LCCC survey of area employers (in information technology and manufacturing businesses) in April, 2012, some 80% of the respondents indicated that applicants don’t have the right mix of technical skills or ‘people skills’, or that their training didn’t match what the employer needs in a current position; that the experience an applicants may have isn’t specific enough to their company to be immediately useful; and/or that they have little or no experience.

To help meet these commonly reported skill gap needs, Lorain County Community College (LCCC) and Stark State College (SSC) take a systematic approach to workforce and talent development through a three-point framework of attracting new employers, nurturing existing employers, and growing new business enterprises, primarily through support of entrepreneurship opportunities. All these require effort at three concurrent levels: 1) work with local and regional business attraction entities, like Team Lorain County, Team NEO, the Lorain County Growth Partnership, MAGNET, JumpStart, NorTech, and others to promote and market the wide suite of assets that the two institutions can bring to bear to support their companies; 2) engage with existing companies around the talent pipeline to identify current and future talent needs and identify the skills-based training to be developed and delivered to meet these needs, and 3) support the innovation and commercialization continuum that contributes to building a vibrant economy with a well-trained talent pipeline. To do this effectively the institutions have focused on a five-point strategy 1) coaching, teaching and mentoring, 2) access to capital, 3) an innovative environment, 4) specialized facilities, equipment & expertise, and 5) talent development. At LCCC, this framework has resulted in the development of several entities:

- the Great Lakes Innovation and Development Enterprise (GLIDE), an Edison business incubation service and the only one on a community college campus that has counseled more than 2100 entrepreneurs and helped create more than 700 jobs and internships;
- the LCCC Fab Lab, the first one after the original at MIT and the first one on a community college campus;
- the Entrepreneurship Innovation Institute, a 45,000 SF facility housing more than 20 entrepreneurial businesses, the Lorain County SBDC, and the operational hub for all the College’s customized and contract training services;
- the Innovation Fund, providing nearly $6M in pre-seed and capital support funding to more than 80 enterprises with more than $60M in follow-along funding for more than 300 new jobs and internships with wages of $31 – 120K/yr; and finally,
SMART Commercialization Center for Microsystems, providing another 45,000SF of incubations space, Class 100 and Class 1000 labs, and opportunities for researchers from around the country to engage in an externship with one of the GLIDE or SMART companies.

The academic divisions most heavily engaged around this work at both colleges are Engineering and Business, with Science and Math in a “supporting” role. At LCCC, the Fall 2012 enrollment in these divisions is 2,300; at SSC it’s 11,283. Examples of key training programs that are currently aligned with industry needs include the Applied Business and Applied Engineering Technology programs, such as CISS, CMNW, Mechanical and Electrical Engineering. LCCC’s applied electronics major, aligned with aerospace needs is structured to provide a student with an application-oriented, electronic/ electrical background, extensive hands-on laboratory experience, and the use of standard and specialized test equipment. The Applied Electronics major is approved by the Federal Aviation Administration (FAA) as a part of the College Training Initiative, through which students are eligible for part-time work-study employment with the FAA or full-time employment after graduation. LCCC has the only FAA-approved program in Ohio. Another is the lineman and technician certificate programs developed jointly by First Energy and LCCC to help meet anticipated retirements.

Since 2006, SSC has served as the home to LG Fuel Cell Systems (formerly known as Rolls-Royce Fuel Cell Systems) and has developed fuel cell education programs that incorporate bleeding-edge concepts and workforce proficiency requirements born out of research and product development activities. SSC’s relationship with the fuel cell community has also impacted other Engineering programs such as electrical and mechanical engineering which have both incorporated additional proficiencies that align the education pathways with Energy industry needs. This model has made SSC the leading fuel cell educator in Ohio and facilitated the College’s expansion of its energy programs in oil and gas related education.

In 2012, both LCCC and SSC were invited to participate in the ShaleNet US partnership; SSC serves as an education hub for oil and gas related operator and technician programs in NEO. Later in the year, SSC was awarded additional Department of Labor Trade Assistance Act (TAA) funding to serve as the Northern Regional Retraining Hub for workers whose jobs were impacted by foreign trade agreements. This designation, also being undertaken in partnership with ShaleNet US, will make SSC the focal point for industry-certified oil and gas education across the northern U.S. region. This will enable SSC to build additional relationships in the energy industry and promote experiential education opportunities with oil and gas related companies.

The project will have nine (9) Industry Consortia representing nearly 1,000 regional employers as collaborators and an additional 18 employers to support various aspects of the project’s work, and all of them will facilitate the identification and/or development of new internships among their membership companies. These include: NOCHE (the Northeast Ohio Council for Higher Education) which has developed internship workshops, designed for employers interested in starting an internship program or improving an existing program. This project will work with NOCHE to redesign these “Return on Internship” (ROI) workshops into a replicable model that addresses groups of industry-specific, small to mid-size employers with a focus on developing year-round, paid internship/co-op opportunities for community college students. They will be in a ‘hands-on’ format so that participants will leave each session with working drafts of the actual documents and process steps they need to implement an internship/co-op program, leaving them with a “tool-kit”. MAGNET (Manufacturing Advocacy & Growth Network) will identify member companies in this sector willing to expand or develop up to ten (10) internship and co-op opportunities aligned with programs of study at both SSC and LCCC. OAI (Ohio Aerospace Institute), OEWC (Ohio energy Workforce Consortium), ShaleNet, Team Lorain County will all work with their member companies to develop new internship/co-op opportunities for students. The Lorain County ABLE Consortium, made up of the College, the OneStops and the Lorain County Adult Career Center will also support the project by identifying ABLE students who might qualify for internships and co-ops, as many are taking ABLE courses concurrently with College courses.
2. Student attraction/retention/completion: Helps attract students to higher education & Ohio and/or retain them to post-secondary credential

LCCC and SSC partner on many projects and initiatives to enhance the region’s economic, workforce and talent development efforts. Currently, SSC and LCCC are partners with Sinclair Community College to form the “Ohio Cadre” of the Completion by Design initiative (CbD). CbD, funded, in part, by the Bill and Melinda Gates Foundation, is designed to significantly increase completion and graduation rates for community college students. CbD is a five-year effort designed to implement proven, evidence-based practices that support every student, from the day they first connect with a community college, until the day they earn their degree or complete their credential. The completion agenda is central to the work of LCCC and SSC’s commitment to college success. Each institution involved with this proposed project participated in the Ohio Association for Community Colleges’ “Building Ohio Community College Student Success” Summit.

Growing and advancing experiential education programs is a proven strategy to help students complete a program of study. The collective experience of the partners, as well as national surveys and research suggests that students who have an opportunity to work directly in an enterprise that is closely related to their field of study are more likely to stay in school, perform better, and are more likely to complete/secure their planned credential. Research shows that students’ in internships rate their academic and professional abilities higher than students without internship experiences. Those who earn academic credit for internships measure their abilities even higher largely due to the feedback provided by the course structure. (Czernik, 2005).

Added to the benefits for the student experience are statistics that show that 73% of employers prefer to hire candidates with relevant work experience. And more than half of those employers surveyed prefer the work experience to come from an internship or co-op (NACE Job Outlook Report, 2012). Toward that end, each institution has re-focused institutional efforts to complete a broad review of all the experiential education options and has begun to undertake campus-wide efforts to ensure that every student completes his/her program of study with at least one significant experiential education opportunity as part of their curriculum.

Within LCCC’s Applied Business and Engineering and Technology programs there are approximately sixteen different programs of study that will create the talent pipeline for this project. Among these programs there are approximately 2300 students enrolled. Historically, most of the employer partnerships intersect with these two divisions so there is already a high level of engagement with business and industry with these divisions and their faculty. At LCCC there are approximately 700 students in key certificate and degree programs where all would be eligible for internships/co-ops from these two divisions.

At SSC, the team will focus efforts on Engineering Technology, Business and Entrepreneurial Studies and Information Technology programs. Currently, at SSC, there are approximately 11,283 students enrolled in programs in these three divisions. The project hopes to capitalize on this track record to increase the number of private sector relationships, hands-on training opportunities and promote hiring preferences for two-year college graduates with experiential learning. The resources through Ohio Means Internships and Co-ops will provide an added catalyst to accelerate progress on actively engaging students, employers and employer/industry groups to identify, develop, and connect community college students to internships and co-ops with regional employers within the JobsOhio industry sectors of Advanced Manufacturing, Aerospace and Aviation, Energy, BioHealth and Information Technology.

The LCCC “Adult Transitions Program” has been recognized nationally for its comprehensive career and academic planning services for adult learners. Each year, LCCC Career Services offers a “VIP” program to students to prepare them for success at the Career Fair and the competitive job market. The program consists of attending professional development workshops, a resume feedback session and one-on-one interview preparation. This project will rebrand these efforts to the “Career Advantage” concept; expand it to a year-round program; and enhance marketing to students and
employers for internships and co-ops. Moreover, LCCC staff and faculty will work with SSC to replicate a similar program on their campus. After completing these, students are eligible for advance admittance to the annual career fair to network with attending employers before the doors opened to the general public. Last year 38% of the V.I.P. completers found employment at the fair.

As a vital resource for students and community members, community college Career Services departments continually look to the future with innovative and effective programs to meet the needs of those it serves. One of these innovative practices will be the “Career Advantage Designation” for transcripting purposes. The project will also develop and implement the “Career Advantage Student Ambassadors” program. Both will be tied to performance-based scholarships to promote, market, support the importance of, and connect students to internships and co-ops. Internship and Co-ops will also be integrated into ITA plans for WIA funded students and Career Restart participants. Career Restart is the next iteration of the Adult Transitions program for adult learners, specifically targeting populations of underrepresented students such as low-income women, minorities, people with disabilities, Veterans and other returning military personnel, etc.

Each semester CASAs will work to enhance and present an existing workshop, create and present a new workshop, or plan and host an event (e.g. alumni reception, internship fair, networking event etc.). The CASAs will assist with maintaining resources and updating events on their campus. The Ambassador program is designed as an interactive, engaging, and hands-on approach providing meaningful training and experience for the students while advertising, recruiting, and providing outreach to the broader student body. While in-person classroom visitations are still one of the most effective ways to reach students and faculty, it is still important to keep pace with the fast paced culture and availability of technology. The CASA program will make full use of social media, and other forms of technology such as the college website, Facebook pages, LinkedIn, Twitter and other creative mechanisms of peer-to-peer outreach. CASA students will be recruited from pools of students who have successfully completed internship and co-op experiences at LCCC and SSC.

3. **Student post-credential employment: Helps students become employed in Ohio**

A random sample of students six months after graduation (an annual post-graduation survey at LCCC) showed gains in student employment, wages and degree of responsibility on the job. While these gains are significant to students’ quality of life and the region’s economic health, 69% of respondents attribute these gains to gaining a degree or certificate. Another 75% report that their post-graduation employment is related to their field of study. Of the students who graduated from SSC in 2011, approximately 54% were employed – both in and outside of their major – while an additional ten percent went on to pursue additional postsecondary education. By institutionalizing the experiential education component into the curriculum, both institutions will seek to increase employment opportunities for students and enhance the education-career pathway, by connecting local businesses with student talent. Based on an Employer Satisfaction Survey undertaken by SSC in April 2011 with 90 area businesses and major employers, 89% indicated that their previous experience with SSC students would lead them to employ additional SSC graduates. Also in the survey, 97% of employers noted that SSC graduates were prepared and performing at expected levels.

National and regional studies reflect that 73% of employers prefer to hire candidates with relevant work experience. And more than half of those employers prefer the work experience to come from an internship or co-op. Of companies that offer internships and co-op programs, national surveys show conversion rates from internship to hire of 85% or more. Anecdote information confirms these statistics but the capacity and/or a mechanism is not in place to adequately track this information. This project will help collect and evaluate this data more effectively.

LCCC is developing “Career Advantage” designations for students who complete clearly identifiable, key accomplishments like attending resume workshops, developing an ‘elevator speech’, completing a career explorations plan, and other preparation activities. The designation will be noted on transcripts for students who have completed career and employment preparation activities and an internship or co-op. Transcribing these accomplishments will also aid in the efforts to ensure that
internship experiences will be acknowledged and recognized by the four-year institutions to which student co-op transfer, and by employers who will know that any student they are considering for employment will (or will not) have had an internship experience. In connection with this Career Advantage designation for transcripting purposes, the project will develop and implement a “Career Advantage” Student Ambassadors program, which has been previously described. It will be tied to supplemental stipends that students can receive beyond the experiential education scholarships to promote, market, support the importance of, and connect students to internships and co-ops.

4. Includes 100% match for undergraduate

LCCC and its partners have committed to a 100% match of OBOR funds requested. The match is a mix of employer resources, institutional resources, support from the LCCC Foundation and from the Bill and Melinda Gates Foundation. The proposed budget narrative provides additional detail. Additionally, the number of new internships/co-ops outlined in the Program Snapshot may be larger, due to two factors: first, many employers are hesitant to commit to even a projected number of internships, even while they openly support the goals of the project; second, industry and other employer groups have committed to supporting the goals of the project either by facilitating conversations between members and the IHEs, or through direct solicitation of internship/co-op commitments with their members. This could positively affect the eventual numbers of new internships/co-ops and the amount of eventual employer match.

Both institutions use external funds to catalyze the development of pilot programming and enhance current successful best practices on campus. This approach has enabled the college to identify both micro and macro processes, practices, policies and procedures that, in turn, help contribute to the institutions’ overall processes for continuous improvement. Often, this approach results in the wide-scale adoption of new practices or program components, (i.e., career exploration and decision-making within 12 credits, Work-Based Learning, Adult Transitions and Service Learning) or the expansion and enhancement of specific process improvements (i.e., guided career focus decision making early in the student’s educational experience, mandatory orientation for all new students, etc.). This reiterative process supports the College’s commitment to use both formative and summative data to inform decisions about the use and deployment of fiscal and human resources to achieve its overall mission and strategic priorities. In some cases, it has prompted the College to seek additional external funding as well as to identify sources of support within the College’s budget.

5. Includes financial & performance metrics reporting system to Regents

As lead applicant, LCCC will monitor the award and its associated project activities for fiscal accountability, operating progress and that the desired outcomes are achieved, through proscribed forms/templates and in other formats, to ensure that Regents get timely submission of required data and metrics, expenditures and briefings of project milestones and success stories. A baseline data report will be prepared and submitted on or before Jan 2, 2013. Interim Budget Season Reports will be submitted on or before March 1 and May 1, 2013, respectively. The End of Project Report will include all prior reports plus new data and information and submitted on or before July 1, 2013 and the final Report submitted on or before October 31, 2013. The list of metrics anticipated by LCCC and its Co-Lead include, but may not be limited to the following:

- Number of students placed in co-ops and internships above the reported baseline
- Names and number of businesses participating
- Names of functional areas within the businesses in which students worked
- Number of hours and period of time the students worked
- Rate of pay or award for co-ops and interns
- Number of students who completed their co-op or internship
- Number of Choose Ohio First Scholars placed in internships and/or co-ops
• Number of students who participated in co-ops or internships who completed a post-secondary credential or degree
• Business, student and educator feedback loop surveys
• Number of JobsOhio Clusters impacted and number of students within each of them

The following positions will be supporting this program: the Manager of Career Services reports to the Dean of Enrollment, Financial and Career Services and will provide overarching coordination and direction of the project implementation. This grant is seen as directly supporting this department’s redesign efforts to more fully integrate career preparedness and Experiential Education into academic activities on campus. Reporting directly to the Manager of Career Services, the Work-Based Learning Coordinator supports internships and co-op activities for all programs at LCCC. The Manager of Career Services and the Work-Based Learning Coordinator coordinate employer engagement activities with a Business Engagement Specialist (TBD), who reports to the Director of EII and works with employers to help meet their hiring needs. These three positions will serve as the day-to-day operational team. Each report directly to a Dean/Director, who in turn, reports directly to a Vice President.

6. Includes logical and prudent budget that provides high and immediate ROI and good use of public dollars

The project teams, with input from Colleges’ leadership, have developed budget projections that build on existing institutional programs, process and strategies, and that use a combination of current and planned personnel and student support services to achieve the project’s goals. Scholarships, student wages, and employer and industry group contributions to the internship/co-ops will constitute 55% of the proposed budget.

7. Includes feedback loop among employers, educators & students

LCCC is committed to a process of continuous improvement and operates on a metrics-driven system for measuring program outcomes. The Work-Based Learning programs have mechanisms in place for employers and students to evaluate their experiences. Students, working in conjunction with their Faculty Advisor and work-place supervisor establish internship and co-op goals and objectives. Throughout their internship/co-op experience students keep weekly logs to monitor their on-going progress. At the end of the internship/co-op experience students complete a reflection paper. In addition both the student and employer complete written evaluations. (See also related descriptions contained in the LCCC WBL brochure in the attachments). In addition, Career Services at both SSC and LCCC have Customer Relations Management systems (CRM) for tracking and reporting employer connections and student placements. Added to these tracking mechanisms each campus is responsible for tracking progress towards meeting the goals and objectives outlined by Completion by Design.

8. Demonstrates positive impact to key industry and the local, regional or state economy

As with the county as a whole, the Cleveland-Elyria-Mentor and Canton-Massillon Metropolitan Statistical Areas have been slow to recover from the downturn in the economy. The MSA data for both Cleveland and the Akron area show declines in the majority of Goods-Producing employment categories including natural resources and manufacturing. (Ohio Department of Job and Family Services, Bureau of Labor Market Information, October 2011) However, there are encouraging signs that suggest this is the perfect opportunity to grow new internship and co-op opportunities since it allows employers to “grow their own” until the economy becomes more vibrant. Job losses are slowing or have stopped in many areas, and unemployment rates are below the national levels.

The JobsOhio industries of Advanced Manufacturing, Energy, BioHealth, Aerospace and Information Technology all face similar issues pertaining to the talent pipeline. Manufacturing and Energy are facing an aging workforce with the potential for 107,300 skilled workers eligible for retirement by 2020. The energy sector is showing $60 billion in technologies (a rise of 33% in 2011) with 26% of these jobs created in the manufacturing sectors. Among local companies there are an
estimated 500-600 positions in Maintenance, Mechanical, MTM Maintenance and Supervisors, Electrical, Managers Production, Operations – Hourly Process Engineering Production and Supervision, Managers Metallurgical Engineering Safety Engineering. The regional demand for skilled manufacturing jobs requiring associates degree level training is expected to fill more than 200 jobs over the coming two-year period with average hourly earnings of $23.33.

III. Employer Components– 25 points

1. Capacity: Businesses have capacity to meet proposed program requirements for students, educators & partners
   Locally, in the last year there have been over 90 internship and co-op opportunities posted in the LCCC online job listing systems, including JobsOhio, in the areas of Advanced Manufacturing, Energy, BioHealth and Aerospace/Aviation. The job functions include accounting, business management, CADD, electronics, engineering technology, manufacturing, marketing, quality control, sales, research and transportation/logistics. This demonstrates the need for a comprehensive strategy between industry and IHE to train students and prepare them for positions in these industries.

2. Provides substantial, meaningful work assignments that aligns to a Jobs Ohio industry cluster
   The LCCC Work-Based Learning program for credit-bearing and paid internships/co-ops requires that the placements must be related to the student’s major field of study and to the courses the student is taking. Additionally, each involves an employment agreement with goals and objectives that are mutually developed and agreed to by the student, their faculty advisor and workplace supervisor. During the semester, their job supervisor gives the student clear direction and constructive feedback as necessary. Finally the student, their faculty supervisor advisor and job supervisor meet mid-semester to monitor the student’s progress. In addition, the student completes weekly logs to record and evaluate their progress, writes a summary paper and a written evaluation of their experience. Their work-place supervisor also provides a written evaluation of their performance. All these elements are used to record the students learning and to support their grade. Twenty-seven (27) letters of commitment from employers and industry groups are contained in the Attachments.

3. Positions are paid
   LCCC’s Work-Based Learning program provides credit for paid, career-specific internships and co-ops. At LCCC, wage levels of internships and co-ops for 2012 begin at $13/hour, and the wage levels for the internships and co-ops that are being projected for this project are anticipated to be comparable. At SSC, the average wage ranges from just under $16/hour to just over $20/hour, depending on the degree program.

4. Includes positions in more than 1 functional area in the workplace
   The positions outlined in the employer letters include a variety of functional areas in Advanced Manufacturing, Energy, BioHealth and Aerospace/Aviation and the IT functional areas include accounting, business management, CADD, electronics, engineering technology, manufacturing, marketing, quality control, sales, research and transportation/logistics. Among local companies there are an estimated 500-600 positions in Maintenance, Mechanical, MTM Maintenance and Supervisors, Electrical, Managers Production, Operations – Hourly Process Engineering Production and Supervision, Managers, Metallurgical Engineering, and Safety Engineering. The technical trade positions like linemen and machine operators often require a worker to be able to perform in more than one functional area of the company. This is also true of positions in IT and engineering functions, where workers have multiple opportunities to work across functional areas.
5. Demonstrates and documents demand for talent in industry

The JobsOhio industries of Advanced Manufacturing, Energy, BioHealth, Aerospace and Information Technology all face similar issues pertaining to the talent pipeline. Manufacturing and Energy are facing an aging workforce with the potential for 107,300 skilled workers eligible for retirement by 2020. The utilities, mining, and manufacturing sectors all have proportions of workers 55 or older over 20 percent. (Ohio’s Aging Workforce, Ohio Department of Job and Family Services, Bureau of Labor Market Information, October 2012). Additionally Ohio’s workforce growth rate has slowed and is only expected to grow through 2018 by 1.6 percent (Ohio’s Aging Workforce, Ohio Department of Job and Family Services, Bureau of Labor Market Information, October 2012).

As with the state, the Cleveland-Elyria-Mentor and Canton-Massillon Metropolitan Statistical Areas have been slow to recover from the downturn in the economy. However, there are encouraging signs that suggest this is the perfect opportunity to grow new internship and co-op opportunities since it allow companies to ease back into hiring even as the economy remains a little tentative in its improvements. Job losses are slowing or have stopped in many areas, and unemployment rates are below the national level. The energy sector is showing $60 billion increase in technologies (a rise of 33% in 2011) with 26% of these jobs created in the manufacturing sectors. The regional demand for skilled manufacturing jobs, as an example, requiring associates degrees is expected to fill more than 200 jobs over the coming two-year period with an average hourly earnings of $23.33.

IV. Institution/s of Higher Education – 25 points

1. Capacity: Institutions have capacity to meet proposed program requirements for employers, partners & students

LCCC has a local, regional and national reputation for developing innovative programs to meet current and emerging workforce needs in high demand industry clusters. The college takes a three-pronged approach to that process: 1) continuous improvement in the talent pipeline with better integrated student services to ensure students complete programs and are qualified to move into positions in Northeast Ohio companies; 2) engaging employers and employer groups across industry sectors and often across workforce development needs (e.g., common training needs, common skills needs, common workforce needs like retirements) to develop employer-driven solutions to identified needs; and 3) adoption and adaption of industry-supported and endorsed credential programs like CEWD and OEWC’s “Get into Energy” curriculum, the Skills for an Information Age Skills Framework (in IT) and the National Association of Manufacturer’s “Right Skills Now curriculum. Often, state-wide or national programs need to be tailored to local conditions and the processes developed at LCCC have proven effective in helping local and regional employers to “translate” previously-developed proven models to meet specific employer needs. A similar set of processes will be employed to ensure sufficient capacity for the proposed project.

In the 6-month period of January–July, 2012, more than 45 connections and relationships were made with local and regional employers through internship/co-op placements, business engagement efforts, and academic division outreach. There were 69 Work-Based Learning Placements during the fall 2011-Fall 2012 semesters. This is just a small subset of all the Experiential Learning Education opportunities provide for students during FY 2011-2012 (1,358) and included internships/co-ops as well as clinical rotations for Allied Health and Nursing students, Student-based Project Research teams for Science and engineering students, and others. Through this project, LCCC will serve as "Mentor College" to SSC and assist their efforts to re-establish their Work-Based Learning program. This relationship will also help enhance LCCC’s Work-Based Learning capacity by increasing faculty, student and employer engagement and commitment, and by serving to support employer needs.

2. Positions are transcripted or available for credit

LCCC has a long-standing Work-Based Learning program created to provide year-round opportunities for students of all ages, to earn credit for paid, career-oriented part- and full-time
internships and co-ops. Several components make the LCCC WBL program unique. First is the WBL program’s “On-Going Registration" designed to meet employers’ and students’ needs, which do not always correspond to the college’s academic calendar. Consequently, LCCC co-ops and/or internships can begin at almost any time the employment opportunity arises. Secondly, LCCC’s WBL program includes four options to provide added flexibility for both employers and students.

There are four options for students: 

- **Parallel Co-op:** students may work part- or full-time, and attend LCCC classes part- or full-time; 
- **Work-in-Place Co-op:** Students who are already working in their field may be able to get credit for Work-in-Place co-op experiences; 
- **Employment Plus:** LCCC has developed a program for students who need ongoing employment. In these instances LCCC students obtain “permanent” jobs in their field. The students, in collaboration with their job supervisor and faculty advisor, set goals for their employment. Employers identify talented students, ‘grow’ them their own way, and have LCCC support during the initial probationary period; and, 
- **Internships:** Through an internship, students can become familiar with the environment of the profession they intend to pursue. Internships provide the opportunity to explore the profession and make better informed career decisions. All four models are credit-based and support paid internship/co-op opportunities.

Transcripted credit, along with the Career Advantage transcript notation, will ensure that the community college student will gain a competitive edge to be more highly marketable in high demand occupations in NEO.

3. Outreach to populations traditionally underrepresented in the proposed area/s' co-op and internship program

LCCC in Elyria, Ohio in collaboration with the Lorain County Talent Network developed the “Stimulate Your Career: Learn More, Live Better!” program in January 2009, which later transitioned into the “Adult Transitions Program”. The program initially addressed rapidly rising unemployment in the area especially in the automotive and steel/steel-related industries. It provides coordinated access to LCCC scholarships and other funds for dislocated workers through WIA, and other sources as appropriate. Students receive enhanced career services and assessments, credit, non-credit and blended long- and short-term training opportunities (including on-line coursework) tied to career pathways in high growth/demand and emerging occupations. The program provides specialty training for assigned College personnel to identify and address non-academic barriers that dislocated workers encounter that impact academic performance and enhanced assessments to determine the student’s potential for success in occupational areas of interest. In the last three years of the project, the staff reached out to 4,196 adults/dislocated workers; enrolled 417 in career pathway related training; 417 enrolled students completed at least one certificate; 384 students participated in certificate or degree programs for two consecutive academic terms; students continued academic activities from one year to the next and, to date 72 of 227 (32%) enrollees have completed a degree program; 96 of 157 (61%) have successfully completed a certificate program; and, 24 of 33 (73%) completed other training.

Building on the successes of this program we will work to incorporate Internship and Co-ops opportunities for this population of students which will enhance program completer’s employment prospects and successes. This will be accomplished by incorporating internship and co-ops into all ITA plans for WIA-funded students and Career Restart, working with One-stops to devise scholarships that don’t impact unemployment benefits. In addition we will work through our Adult Basic Literacy (ABLE) programs to provide “Transition-style Services” for ABLE participants to ensure that students are oriented to the full array of supports and services. This will help ensure smooth transitions to training and education and that training /education plans are tied to solid career pathways in high demand JobOhio occupations consistent with their career interest, skills and abilities.

4. Includes improvements to existing or creation of new high quality academic programs with a cooperative education or internship component

Through this project, LCCC and SSC will work with already established Program Advisory Committees and faculty employer relationships to develop new internship/co-op for community college
students. Within the community college system, many full- and part-time faculty have strong connections with employers from their disciplines or programs. These faculty/employer relationships can lead to meaningful internship and co-op opportunities. By increasing faculty awareness and the knowledge base of their employer advisory boards, an appreciation for the importance of internships and co-ops in the overall student completion agenda can be developed and strengthened. As a result, such employer engagement can positively impact the number of student and employers engaged in growing new internships and co-op opportunities. Additionally, as part of its current work under the CbD initiative, LCCC and SSC are actively engaging faculty in the work to redesign and adapt existing course work and programming to include work-based learning opportunities into every student’s educational experience prior to completion of the degree or other credential.

5. Includes plan to connect employers and students via web, communications & marketing

The proposed project will engage NOCHE to revamp the Return on Internship (ROI) workshops to add an on-line step-by-step process to inform employers’ implementation, management and enhancement of new internship/co-op programs. The newly developed Career Advantage Student Ambassador program will also use social media and other forms of web-based resources to promote, educate and celebrate internship/co-op experiences. In addition, LCCC media services will be used to produce short, one-minute videos that will be shared on SSC and LCCC’s college websites.

V. Budget Narrative

Personnel – $ 140,097 personnel covered by both OBOR and applicant funds will include Project Director, Ms. Marcia Jones (.30 FTE In Kind), Work-Based Learning Coordinator, Ms. Erin Corwin (.50 FTE In Kind), Experiential Education Professional, TBD (1.0 FTE OBOR & 1.0 FTE In Kind), Business Engagement Professional, TBD (.50 FTE OBOR), Faculty Mentors, TBD (.3 FTE x $1,000 x 66 interns), Work Study Student Ambassadors (4), TBD (OBOR) and staff support, Ms. Mari Welch (.25 FTE OBOR).

Supplies – $ 4,000 covers routine, consumable supplies and meeting materials.

Purchased Services - $ 247,739 covers SSC’s subcontract of $207,739 for 69 student wages, incentive scholarships, ambassador stipends, travel, supplies and indirect costs at 8%. The match of $207,484 is provided by employer private funds; NOCHE’s subcontract of $35,000 for personnel services to develop and deliver customized workshops, an employer online training course and a career and networking event at LCCC and SSC. The match of $35,000 is provided by private funds; MAGNET’s subcontract of $5,000 covers personnel services to develop outreach to small and mid-sized manufacturing companies in targeted sectors. The match of $5,000 is provided by private funds.

Travel – $ 5,200 covers local and regional travel for associated conferences and meetings.

Scholarships - $ 29,000 covers Regents’ funded portion of 66 LCCC incentive scholarships @ $1,500 each amounting to $99,000. Other portion covered by LCCC foundation ($70,000)

Student Wages Employer Salaries - $ 198,000 - Employer reimbursement for 66 LCCC student internship wages at $3,000 each. Private funds cover a 1:1 match for wages at $3,000 each.

Subtotal – $ 624,036

Administration - $ 0

Indirect Costs at 8% – $ 49,923

Subtotal of Administration and Indirect Costs – $ 49,923

Total – $ 673,959

Matching Funds – $ 673,982

Private funds ($472,274), Applicant funds ($131,698) and Other Public funds ($70,000) will match Regents funds. The Private funds match consists of Purchased Services ($247,484) explained above and LCCC Employer Private Fund match of $224,800 of which $198,000 is for student internship wages.
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(All non Regents funds must be supported by a signed commitment letter.)
October 12, 2012

Dr. Roy A. Church, President
Lorain County Community College
1005 Abbe Rd. North
Elyria, OH 44035

Dear Dr. Church:

On behalf of the Lorain County Community College Foundation, an 501©3 direct-support organization, I am writing to confirm our support of and commitment to the application being submitted to the Ohio board f Regents titled, “The NEO Career Advantage Internship/Co-op Initiative” under the Ohio Means Internships and Co-ops grant program.

The Lorain County Community College Foundation is a 39 year-old organization with more than $34 million in assets and provides nearly $600k in scholarships to more than 300 students per year. For this project the Foundation is prepared to support the allocation of $20,000 in Choose Ohio First Scholarships for qualifying students who participate in the NEO Career Advantage Internship/Co-op program, and another $50,000 in institutional scholarships for qualifying students. These scholarships will help support those student participating in the Career Advantage Student Ambassador (CASA) program.

The Foundation’s commitment is clearly aligned with the mission of the Foundation, which is to The Lorain County Community College Foundation creates and manages philanthropic resources to support Lorain County Community College’s vision and mission by: Fostering partnerships; Promoting innovative opportunities; and Providing dynamic leadership. This support is also in keeping with the Foundations’ commitment to the four cornerstones of the College; Education, Economy, Community and Culture, in that it will help promote students’ completion of a postsecondary credential, that qualifies them for high demand occupations in the region, and helps retain Ohio’s talent in Ohio.

We are confident the Chancellor and his team will find the application worthy of funding and we look forward to working with the Career Services team to make the project a success. Of course, feel free to contact me should you have any questions.

Sincerely

[Signature]
Tracy A. Green
Vice President of Strategic and Institutional Development
Dr. Para M. Jones  
President  
Stark State College of Technology  
6200 Frank Avenue NW  
North Canton, OH 44720  

Dear Dr. Jones:

ABSMaterials, Inc. firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application—leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Loraine County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. ABSMaterials, Inc. is pleased to serve as a corporate partner in this collaborative OMIC project.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s technology labor force, ABSMaterials, Inc. anticipates placing two two-year college students in paid cooperative education programs during the Spring ’13, Summer ’13 and Fall ’13 semesters. One of the students will be working with our system engineers and field technician while one student will be working with our process engineers. One student will work on designing & testing water treatment systems; assist field techs with on-site treatments; assist with system installations, startup, training, etc; developing improved processing methods; sales support - customer interaction, follow up, and proposals while the other will develop product and treatment processing methods, processes and equipment; improve methods and processes - design, build, test, refine, finalize, train throughout the cooperative education semester. The ABSMaterials, Inc. internship program will be part-time semester position paid an hourly rate up to $11.25 per hour where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,

[Signature]

Glenn Johnson  
Chief Operating Officer  
ABSMaterials, Inc.  
330-234-7999  
g.johnson@absmaterials.com
October 8, 2012

Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Acense, LLC, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a ‘new set of eyes’ on a given project, process or procedure.

We have enjoyed a productive working relationship with Lorain County Community College. Through grants from the Innovation Fund and our collaboration with the Desich SMART Center, we have pushed our core technology closer to product realization. Highly motivated student interns would appear beneficial for the acceleration of the final phases of product development, as well as development of the skills needed to fabricate products.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, Acense is classified under the NAICS code 2111, one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish one new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify $3000 in cash and non-cash match in support of the project.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at (440)-227-9944 or bkinner@firstpowergroupllc.com should you need anything further.

Sincerely,

Robert H Kinner  
Project Manager

Acense, LLC  
8941 Dutton Drive  
 Twinsburg, OH 44087
October 8, 2012

Dr. Roy A. Church, President
Lorain County Community College
1005 Abbe Road North
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of AMIDAC INTERNATIONAL and our alliance companies, I am writing to confirm our strong support and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a ‘new set of eyes’ on a given project, process or procedure.

As you know, we have been a recipient of both Grant A&B Innovation Fund awards, we have hired two full time employees from Lorain County, and we have hired Cassandra Andrusyszyn full time after being an intern with us and she is a student of LCCC. We have enjoyed a productive working relationship with Lorain County Community College for 4 years, through our involvement with the GLIDE, Innovation Fund, FAB Lab and through the use of customized and standard training for our employees, and with targeted job matching and placement services with Career Services and the entrepreneurship Innovation Institute. We have had employees participate in the College’s Vision Councils to support the strategic planning processes for the College. And we have been fortunate to be part of the College’s successful business incubation entity, GLIDE.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, AMIDAC is classified under the NAICS codes as one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish 5 new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify $50,000 in cash and non-cash match in support of the project. Further, we are committed to establish AMIDAC Advanced Manufacturing Center in downtown Lorain, Ohio and we will be happy to have our doors always open for LCCC students, faculty and staff and for the Joint Vocational School (JVS) programs.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me should you need anything further.

Sincerely,

AMEER ALGHUSAIN, PRESIDENT & CEO
AMIDAC INTERNATIONAL: 151 INNOVATION DRIVE, ELYRIA, OHIO 44035, U.S.A.
PHONE: +1 (440) 822-3044
DIRECT: +1 (440) 366-4244
FAX: +1(440) 809-8414
CELL: +1(646) 737-2298
E-MAIL: Ameer@Amidac.com
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PHONE: +1 (440) 822-3044
FAX: +1 (440) 809-8414
Contact@Amidac.com
www.Amidac.com
Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
Elyria, Ohio 44035

To Whom It May Concern:

On behalf of Energy Focus, Inc. (EFOI) I am writing to confirm our support of the proposal being submitted by Lorain County Community College (LCCC) to the Ohio Board of Regents under the "Ohio Means Internships and Co-ops" grant program (OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a 'new set of eyes' on a given project, process or procedure.

EFOI is a lighting products and services, optical, and fiber-optic company based in Solon OH. Military lighting is the present and future of EFOI's business plans. EFOI is actively seeking interns, co-ops and full time positions in the area of advanced energy and have discussed this topic several times with representatives from LCCC. It is one of EFOI's goals to work closer with LCCC. EFOI is classified under the NAICS code 335122, our CAGE Code is 1BD15, and we are listed as a GSA Contract holder (# GS-07F-0047V). EFOI is a member of the Ohio clusters for Advanced Energy and FlexMatters.

We are pleased that LCCC is, once again, on the leading edge of supporting employers workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me should you need anything further.

Sincerely,

[Signature]

Keith Kazenski  
Contracts and Proposal Manager  
Energy Focus, Inc.  
440-715-1275  
kazenski@efoi.com
October 11, 2012

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

Dear Dr. Jones:

Gaspar Inc. firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Lorain County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. Gaspar Inc. is pleased to serve as a corporate partner in this collaborative OMIC project.

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

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s advanced manufacturing technology labor force, Gaspar Inc. anticipates placing 4 two-year college students in paid cooperative education programs during the Spring ‘13, Summer ‘13 and Fall ‘13 semesters. 1 of the students will be placed with our Quality Division, 1 student will be placed in our Estimating Division, 1 student will be placed in our Engineering Division, and 1 student will be placed in our Machining Division. Students will work fabrication projects throughout the cooperative education semester. The Gaspar Inc. internship program will be part-time semester position paid an hourly rate up to $15.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,

[signature]

Philip M. Marinucci  
Project Manager
October 8, 2012

Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Intwine Energy Networks, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a ‘new set of eyes’ on a given project, process or procedure.

As you know, we have enjoyed a productive working relationship with Lorain County Community College for 2 years, through our involvement with the College’s successful business incubation entity, GLIDE.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, Intwine Energy Networks is classified under the NAICS code 423730 and participates in the advanced energy market, one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish a projected 2 - 5 new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify a projected $25,000 in cash and non-cash match in support of the project.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at 440-773-7144 or dmartin@intwineenergy.com should you need anything further.

Sincerely,

Dave Martin  
President
October 8, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Meyer Products LLC, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a ‘new set of eyes’ on a given project, process or procedure.

We have recently been working with a number of students and have enjoyed their work contributions. Having a more formalized program with LCCC will be welcomed to expand our commitment to “give back” to the community. This program will also allow us to expand in other areas that LCCC has to offer.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, Meyer Products LLC is classified under the NAICS code 332999, one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish 2 to 4 new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify cash and non-cash match in support of the project.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at 216/486-1313 or outcalt@meyerproducts.com should you need anything further.

Sincerely,

Andrew L. Outcalt
President
October 11, 2012

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

Dear Dr. Jones:

Northeast Ohio Natural Gas firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Loraine County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. Northeast Ohio Natural Gas is pleased to serve as a corporate partner in this collaborative OMIC project.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s natural gas utility technology labor force, Northeast Ohio Natural Gas anticipates placing at least one two-year college student in paid cooperative education programs during the Spring ’13, Summer ’13 and Fall ’13 semesters. The students will be placed with our Engineering or Operations areas. Students will work GIS-based projects throughout the cooperative education semester. The Northeast Ohio Natural Gas internship program will be a part-time semester position paid an hourly rate of $10.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff. Northeast will provide approximately 10% of a GIS Coordinator’s time in the Engineering Department (approximately $5,000 per year) to oversee these tasks.

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

Sincerely,

Mark L. Wetzel
Design Engineer

Lorain County Community College
NEO Career Advantage Initiative
October 12, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North - CC 222
Elyria, Ohio 44035

Dear Roy,

This letter is to confirm the commitment of the Manufacturing Advocacy & Growth Network (MAGNET) as a participant in the efforts of Lorain County Community College’s (LCCC) Ohio Means Internships and Co-ops Proposal: NEO Career Advantage Internship/Co-op Initiative. MAGNET was created to champion manufacturing in Northeast Ohio and to provide services and resources which regional companies need to successfully compete in a global economy.

MAGNET serves as a contractor for the Ohio Department of Development in administering the Manufacturing Extension Partnership (MEP) program for the 18 counties on North East Ohio. In northeast Ohio, MAGNET is an element of the integrated and collaborative system of organizations aimed at creating a more vibrant regional economy. Team NEO, Bio Enterprise, JumpStart, and NorTech are among the partners in this group. MAGNET specifically is focused on assisting manufacturers with retention and expansion of their existing business base.

MAGNET’S Workforce and Talent Development programs function as an intermediary that connects educators, employers, and the public workforce system. MAGNET works with and encourages education/training institutions to build curricula and programs to serve manufacturers, and likewise, works with manufacturers to address workforce needs in their planning for process efficiency, new products, and forward-looking strategies for innovation.

MAGNET is committing to work with LCCC to support Employer Engagement activities:

- MAGNET will develop outreach (communication and direct contact) to small and mid-sized manufacturing companies, specifically in Advanced Manufacturing, Aero Space and Energy sectors. We will focus our efforts in Lorain County several of the adjacent counties to Lorain County: East Erie and Huron, north Ashland and western Cuyahoga counties. MAGNET will work with the Economic and Workforce Development organizations to reach smaller manufacturers that have not traditionally taken advantage of interns and co-ops from LCCC or Stark State.
MAGNET will assist interested companies in identifying opportunities for using student interns and connect the companies to the LCCC project team.

We are confident that our involvement will result in at least 10 new internship or co-op opportunities for community college students within small and mid-sized manufacturers in the regions identified.

We look forward to hearing about the positive review of this proposal and our opportunity to impact its implementation in a positive way to the benefit of Ohio.

Best regards,

Daniel E. Berry
President & CEO
October 12, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North - CC 222
Elyria, Ohio 44035

Dear Roy,

This letter is to confirm the commitment of the Manufacturing Advocacy & Growth Network (MAGNET) as a participant in the efforts of Lorain County Community College’s (LCCC) Ohio Means Internships and Co-ops Proposal: NEO Career Advantage Internship/Co-op Initiative. MAGNET was created to champion manufacturing in Northeast Ohio and to provide services and resources which regional companies need to successfully compete in a global economy.

MAGNET serves as a contractor for the Ohio Department of Development in administering the Manufacturing Extension Partnership (MEP) program for the 18 counties on North East Ohio. In northeast Ohio, MAGNET is an element of the integrated and collaborative system of organizations aimed at creating a more vibrant regional economy. Team NEO, Bio Enterprise, JumpStart, and NorTech are among the partners in this group. MAGNET specifically is focused on assisting manufacturers with retention and expansion of their existing business base.

MAGNET’s Workforce and Talent Development programs function as an intermediary that connects educators, employers, and the public workforce system. MAGNET works with and encourages education/training institutions to build curricula and programs to serve manufacturers, and likewise, works with manufacturers to address workforce needs in their planning for process efficiency, new products, and forward-looking strategies for innovation.

MAGNET is committing to work with LCCC to support Employer Engagement activities:

- MAGNET will develop outreach (communication and direct contact) to small and mid-sized manufacturing companies, specifically in Advanced Manufacturing, Aero Space and Energy sectors. We will focus our efforts in Lorain County several of the adjacent counties to Lorain County: East Erie and Huron, north Ashland and western Cuyahoga counties.
- MAGNET will work with the Economic and Workforce Development organizations to reach smaller manufacturers that have not traditionally taken advantage of intern and co-ops from LCCC or Stark State.
- MAGNET will assist interested companies in identifying opportunities for using student interns and connect the companies to the LCCC project team.

We are confident that our involvement will result in at least 10 new internship or co-op opportunities for community college students within small and mid-sized manufacturers in the regions identified.

We look forward to hearing about the positive review of this proposal and our opportunity to impact its implementation in a positive way to the benefit of Ohio.

Best regards,

Daniel E. Berry
President & CEO
October 8, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Meyer Products LLC, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. Experience tells us it can also have additive value for our company, and for the individual employees who work with the interns, sometimes just by having a ‘new set of eyes’ on a given project, process or procedure.

We have recently been working with a number of students and have enjoyed their work contributions. Having a more formalized program with LCCC will be welcomed to expand our commitment to “give back” to the community. This program will also allow us to expand in other areas that LCCC has to offer.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, Meyer Products LLC is classified under the NAICS code 332999, one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish 2 to 4 new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify cash and non-cash match in support of the project.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at 216/486-1313 or outcalt@meyerproducts.com should you need anything further.

Sincerely,

[Signature]

Andrew L. Outcalt
President

The Louis Berkman Work Products Company
Meyer ™ Swenson ™ Magnum
Lorain County Community College
NEO Career Advantage Initiative
September 24, 2012

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

Dear Dr. Jones:

Myers Controlled Power, LLC firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Loraine County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. Myers Controlled Power, LLC is pleased to serve as a corporate partner in this collaborative OMIC project.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s Advanced Manufacturing technology labor force, Myers Controlled Power, LLC anticipates placing two (2) two-year college students in paid cooperative education programs during the Spring ‘13, Summer ‘13 and Fall ‘13 semesters. One (1) of the students will be placed with our Test Department while one (1) student will be placed in our Engineering Department. Students will work on various projects pertaining to our project requirement throughout the cooperative education semester. The Myers Controlled Power, LLC internship program will be part-time semester position paid an hourly rate of $15 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,

MYERS CONTROLLED POWER, LLC

Shirley J. Lawrence
Controller/HR Manager
October 10, 2012

Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Ohio Aerospace Institute, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to meet the needs of our industry members throughout the Northeast Ohio region.

OAI’s mission is to enhance our partners’ aerospace competitiveness through research and technology development, workforce preparedness, and engagement with global networks for innovation and advocacy. Supporting OMIC fits squarely within OAI’s mission. With over 100 aerospace and aviation companies (ranging from international corporations to small businesses) among our corporate membership, we are well positioned to hear directly from industry regarding their workforce needs and can confirm that an internship program with support from the State of Ohio has great support among industry representatives. Increasingly, we are hearing from our industry members that some of their greatest workforce challenges lie in finding skilled talent for advanced manufacturing and technical work for which training is ideally addressed at the community college level. The OMIC initiative of the State of Ohio provides OAI a significant opportunity to create new alliances between innovative colleges like LCCC and Stark State to meet the needs of its member companies, all towards maintaining and growing the vibrant aerospace industry in Ohio.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors. It is anticipated that a majority of member companies of OAI are classified under the NAICS codes 3345 and 3364 in aerospace/aviation, one of the JobsOhio key industry sectors.

Second, we are prepared to work with LCCC and its partners to forge alliances with our member companies to help them establish new internships/co-ops specifically for community college students, in concert with the Career Services department at partner schools; and third, we are prepared to identify and certify $5,650.00 in non-cash match (staff time, 80 hours) in support of the project.
We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We look forward to working with you to make the project a success both now and into the future. Feel free to contact me at (440) 962-3030 or AnnHeyward@oai.org should you need anything further.

Sincerely,

[Signature]

Ann O. Heyward
Vice President, Research and Educational Programs
Ohio Aerospace Institute
October 10, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North
CC 222
Elyria, OH 44035

Dear Dr. Church,

On behalf of the Northeast Ohio Council on Higher Education ("NOCHE"), I am pleased to provide this letter of commitment for Lorain County Community College and Stark State College’s “The NEO Career Advantage: Learn and Earn Internship Initiative” proposal to the Ohio Board of Regents.

NOCHE has extensive experience cultivating high quality internships and co-ops with more than 2,200 Northeast Ohio employers. NOCHE’s 2012 internship and co-op studies indicate that the region has far more unstructured experiential learning programs than structured programs, which presents an opportunity to enhance and expand structured programs. This is especially true considering that employers report saving $13,513 on average by hiring interns, saving $1,659 in new-hire on-boarding costs by converting an intern into a full-time employee, and saving full-time, higher skilled employees an average of 14.6 hours per intern per week.

In its collaboration with Lorain County Community College and Stark State College to increase internship and co-op opportunities that lead to jobs for college graduates and increased efficiency for businesses, NOCHE would do the following:

- Maximize the number of internship and co-op positions offered by assuring that they provide meaningful, attractive, and well aligned learning experiences for students and increase organizational productivity for businesses. While businesses are motivated to hire interns and co-ops to provide support for essential functions or develop a talent pipeline for the future, they often do not know how to create programs that attract college students or offer experiences that complement college instruction. With nearly a decade of experience forging alliances between business and higher education for the development of internships and co-ops, NOCHE would provide this essential training and support through face-to-face workshops, online seminars, customized training, individualized consulting, and/or a combination of these services.
- Develop an online training module for employers to learn how to implement internship and co-op management best practices that provide relevant student learning experiences and improved organizational productivity. The online training could be offered through a moderated webinar or self-paced online course. As part of the training, participants would develop action plans that could be implemented immediately. The employer online training could be updated and offered on an ongoing basis, even after the term of the grant.
- Develop and manage two internship and co-op networking events (one for each participating community college) to bring together targeted employers and college students for identifying and placing interns and co-ops. The event would allow employers to connect with college students, faculty members, and career counselors in order to publicize the current talent needs of their organizations.

NOCHE would expect to be compensated $35,000 for the services outlined above, and would provide an additional $35,000 in matching support. I look forward to working with Lorain County Community College and Stark State College to expand internships and co-ops in Northeast Ohio during the entire term of the grant. If you have questions, please contact me at awomerbenjamin@noche.org or 216.420.9200 x224.

Sincerely,

[Signature]

Ann Womer Benjamin
Executive Director
October 10, 2012

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

Dear Dr. Jones:

SGS Tool Company firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled "Adapting a Proven Model to Advance Internship Success in Ohio," Stark State will collaborate with Loraine County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. SGS Tool Company is pleased to serve as a corporate partner in this collaborative OMIC project.

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

To support the OMIC collaborative partnership, and the anticipated demands of Ohio's Advanced Manufacturing technology labor force, SGS Tool Company anticipates placing three, two-year college students in paid cooperative education programs during the Spring '13, Summer '13 and Fall '13 semesters. One of the students will be placed with our End Mill Division; one student will be place in our Bur Division, and the last in our Drill Division. Students will work in various manufacturing positions throughout the cooperative education semester. The SGS Tool Company internship program will be part-time semester position paid an hourly rate of $14.60 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,

Jackie Schulte
Director of Human Resources

Sincerely,

Gary Miller
Training and Occupational Development Manager

SGS Tool Company...
Your Edge in Productivity

55 South Main Street
P.O. Box 187
Munroe Falls, OH 44262 U.S.A.

Fax: 330-686-5717
Voice: 330-686-4118
E-mail: millerg@sgstool.com
October 9, 2012

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

Dear Dr. Jones:

I am writing on behalf of ShaleNET US to confirm our organization’s commitment to and support of the proposal titled “The NEO Career Advantage; Learn and Earn Internship Program” being submitted by Lorain County Community College to the Ohio Board of Regents under the Ohio Means Internships and Co-ops Program. We understand that the proposal is being submitted in partnership with Stark State College (SSC), and with the support of the Northeast Ohio Council on Higher Education (NOCHE), the Manufacturing Advocacy Group Network (MAGNET) and others as collaborators.

The recently awarded ShaleNET US grant will develop and implement standardized stackable certificate and associate degree programs to serve the highest demand occupational categories of the oil and natural gas industry and its associated supply chain through a network for four hubs of which Stark State is one. We see the NEO Career Advantage program as an important extension of our ShaleNET US relationship as it provides yet another avenue for participants to employ their knowledge in real-world settings via internships.

We understand that work-based learning in general and Internships and Cooperative education models provide value-add to education programs by providing students with an opportunity to apply classroom-acquired knowledge to real-world challenges and projects. For companies, these same work-based learning experiences can bring value-add in a variety of ways including to employees who work with the interns. These interactive approaches to learning and teaching create pathways for collaboration and sometimes just having a ‘new set of eyes’ on a given project, process or procedure can promote innovation and efficiency.

Our involvement will consist of 1) working with SSC to promote this program to our partnering employers to establish new internship opportunities and 2) incorporating these internship opportunities into the standardized curriculum as is appropriate.

We look forward to working with you to make the project a success both now and into the future. Feel free to contact me at (570) 327.4775 or lmichael@pct.edu should you need anything further.

Sincerely,

Larry Michael
Assistant Vice President for Workforce Development & Special Projects
October 10, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North
CC 222
Elyria, OH 44035

Dear Dr. Church,

On behalf of the Northeast Ohio Council on Higher Education ("NOCHE"), I am pleased to provide this letter of commitment for Lorain County Community College and Stark State College’s “The NEO Career Advantage: Learn and Earn Internship Initiative” proposal to the Ohio Board of Regents.

NOCHE has extensive experience cultivating high quality internships and co-ops with more than 2,200 Northeast Ohio employers. NOCHE’s 2012 internship and co-op studies indicate that the region has far more unstructured experiential learning programs than structured programs, which presents an opportunity to enhance and expand structured programs. This is especially true considering that employers report saving $13,513 on average by hiring interns, saving $1,659 in new-hire on-boarding costs by converting an intern into a full-time employee, and saving full-time, higher skilled employees an average of 14.6 hours per intern per week.

In its collaboration with Lorain County Community College and Stark State College to increase internship and co-op opportunities that lead to jobs for college graduates and increased efficiency for businesses, NOCHE would do the following:

- Maximize the number of internship and co-op positions offered by assuring that they provide meaningful, attractive, and well aligned learning experiences for students and increase organizational productivity for businesses. While businesses are motivated to hire interns and co-ops to provide support for essential functions or develop a talent pipeline for the future, they often do not know how to create programs that attract college students or offer experiences that complement college instruction. With nearly a decade of experience forging alliances between business and higher education for the development of internships and co-ops, NOCHE would provide this essential training and support through face-to-face workshops, online seminars, customized training, individualized consulting, and/or a combination of these services.
- Develop an online training module for employers to learn how to implement internship and co-op management best practices that provide relevant student learning experiences and improved organizational productivity. The online training could be offered through a moderated webinar or self-paced online course. As part of the training, participants would develop action plans that could be implemented immediately. The employer online training could be updated and offered on an ongoing basis, even after the term of the grant.
- Develop and manage two internship and co-op networking events (one for each participating community college) to bring together targeted employers and college students for identifying and placing interns and co-ops. The event would allow employers to connect with college students, faculty members, and career counselors in order to publicize the current talent needs of their organizations.

NOCHE would expect to be compensated $35,000 for the services outlined above, and would provide an additional $35,000 in matching support. I look forward to working with Lorain County Community College and Stark State College to expand internships and co-ops in Northeast Ohio during the entire term of the grant. If you have questions, please contact me at awomerbenjamin@noche.org or 216.420.9200 x224.

Sincerely,

[Signature]

Ann Womer Benjamin
Executive Director
October 8, 2012

Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Spectre Corporation, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). I understand that the project will be designed in partnership with Stark State College, NOCHE, and MAGNET. This will greatly advance our ability to work with the College throughout the Northeast Ohio region.

As you know, we have enjoyed a productive working relationship with Lorain County Community College for 2 years, through our involvement with the SMART CENTER and GLIDE Program, through the corroborative effort with NASA to develop a silicon carbide sensor technology. This continued effort will utilize current resources available at the College, and create new jobs, processes and opportunities that would be perfect for the OMIC program.

We understand that work-based learning in general and Internships and Cooperative education models can have an additive value for the quality of the education of the student who experiences the opportunity, through the chance to apply classroom-acquired knowledge to real-world challenges and projects. We have one current employee enrolled in the Work-Based Learning Program. One other student is enrolled in the Welding Technologies Program at the College. Another LCCC graduate works in our electronics department, and he plans to continue his education at the College. Spectre does currently realize the valuable and talented employees the College can produce, and look forward to utilizing other training and cooperative employment programs from the school.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, Spectre Corporation is classified under the NAICS code [334519], one of the JobsOhio key industries; second, we are prepared to work with LCCC to establish 2 new internships/co-ops specifically for community college students, in concert with the College's nationally-known Career Services department; and third, we are prepared to identify and certify [$3000] in cash and non-cash match in support of the project.

We are pleased that LCCC is, once again, on the leading edge of supporting employers’ workforce development needs in the region. We are confident that the reviewers will find the LCCC application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at 440-385-6680 or jack ata@hotmail.com should you need anything further.

Sincerely,

Jack Keller  
President  
Spectre Corporation
October 10, 2012

Dr. Roy A. Church  
President  
Lorain County Community College  
1005 Abbe Road North  
CC 222  
Elyria, Ohio 44035

Dear Dr. Church:

On behalf of Stark State College, I am writing to confirm our strong support of and commitment to the proposal being submitted by Lorain County Community College to the Ohio Board of Regents under the “Ohio Means Internships and Co-ops” grant program (a.k.a., OMIC). We are particularly pleased to serve as a Co-Lead on the project and to build on our work to accelerate and ensure student completion under our Completion by Design initiative. This will greatly advance our ability to work with the employers throughout the Northeast Ohio region.

We are committed to the practice of experiential learning and the additive value it brings to the quality of education. The opportunity Internships provide to apply classroom-acquired knowledge to real-world challenges and projects makes them an invaluable component of the education experience. Students who experience the opportunity are simply better prepared to take their place in the community as contributing citizens.

As you know, we have enjoyed a productive working relationship with Lorain County Community College through our joint involvement with the Innovation Alliance and Fund, Completion by Design, the Ohio Department of Aging: Life Long Learning Program and other State-level activities. Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of levels, but primarily these three: 1) the value-add our experience in aligning curriculum offered by higher education with the needs of business to close the skills gap between what talent has to offer and what employers need; 2) implementation of the College’s efficiency model best-practices into a replicable internshhip model to reduce the costs to businesses for recruiting, training and retaining talent; and 3) incorporation of our findings under Completion by Design project to increase the completion of postsecondary credentials and degrees.

We are pleased to be part of this dynamic effort with LCCC. We are confident that the reviewers will find the application worthy of funding and we look forward to working with you to make the project a success both now and into the future. Feel free to contact me at (330) 494-6170 should you need anything further.

Sincerely,

[Signature]

Para M. Jones, Ph.D.  
President
October 11, 2012

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

Dear Dr. Jones:

Miller Weldmaster Corp firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Lorain County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. Miller Weldmaster is pleased to serve as a corporate partner in this collaborative OMIC project.

Over the ten years, Miller Weldmaster has served as a Stark State community partner through our involvement on the college’s Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s welding, electrical, graphic artist and internet marketing labor force, Miller Weldmaster anticipates placing two two-year college students in paid cooperative education programs during the Spring ’13, Summer ’13 and Fall ’13 semesters. One of the students will be placed with our manufacturing Division while the other student will be placed in our marketing team. Students will work in welding, electrical and internet marketing projects throughout the cooperative education semester. The Miller Weldmaster internship program will be part-time semester position paid an hourly rate of $8 to $10 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,

Jeffrey D. Sponseller
Executive Vice President
September 24, 2012

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

Dear Dr. Jones:

Summit Testing & Inspection Company firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Loraine County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. Summit Testing & Inspection Company is pleased to serve as a corporate partner in this collaborative OMIC project.

Summit Testing & Inspection Company is a new Stark State community partner in our involvement on the college’s Engineering Advisory Committee. The partnership provides an opportunity for area businesses to share our growth strategies with Stark State and promote synergies between academic programs and labor market need. For Summit Testing & Inspection Company, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s Advanced Manufacturing technology labor force, Summit Testing & Inspection Company anticipates placing 4 two-year college students in paid cooperative education programs during the Spring ’13, Summer ’13 and Fall ’13 semesters. All four of the students will be placed with our construction materials testing and inspection group. Students will work both laboratory testing and field materials testing and inspection projects throughout the cooperative education semester. The Summit Testing & Inspection Company internship.

Construction Material Testing & Inspection - Geotechnical Engineering
New Construction or Existing Structures
"DEDICATED TO SERVICE"
program will be part-time semester position paid an hourly rate of $12.00 where participants will receive valuable hands-on and mentoring opportunities with our technical staff.

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

Sincerely,
Summit Testing & Inspection Company

[Signature]

Eric D. King
Operations Manager
October 10, 2012

Dr. Roy A. Church
President
Lorain County Community College
1005 Abbe Road North, CC 222
Elyria, Ohio 44035

Dear Dr. Church:

I am writing on behalf of Team Lorain County to confirm our organization’s commitment to and support of the proposal titled “The NEO Career Advantage; Learn and Earn Internship Program” being submitted by Lorain County Community College to the Ohio Board of Regents under the Ohio Means Internships and Co-ops. We understand that the proposal is being submitted with Stark State College as a Co-Lead and with the support of the Northeast Ohio Council on Higher Education (NOCHE) and the Manufacturing Advocacy Group Network (MAGNET) as Collaborators.

As you know, we have been involved with a number of initiatives with Lorain County Community College, most recently, the Manufacturing Round Table, the Smart Center for Commercialization as well as the services offered at the Great Lakes Innovation and Development Enterprise - GLIDE. The placement services offered through Career Services as well as the Entrepreneurship Innovation Institute have allowed a number of Lorain County Businesses to find the qualified employees they need through internships, recruitment opportunities and specialized training. The business incubator at the Great Lakes Innovation and Development Enterprise – GLIDE has allowed Team Lorain County to assist companies with the resources they need to take a product from concept to delivery.

Our involvement in the proposed effort aligns with the goals of the OMIC program on a number of factors: first, a number of Lorain County Businesses that are classified under the NAICS codes for Advanced Manufacturing, Biomedical and Aerospace which have also been identified as JobsOhio key industries, would benefit from this program; second, we are prepared to work with LCCC to help Lorain County Businesses establish 5 new internships/co-ops specifically for community college students, in concert with LCCC’s nationally-known Career Services department; and third, we are prepared to identify and certify $5,000 in cash and non-cash match in support of the project.

We look forward to working with you to make the project a success both now and into the future. Feel free to contact me at 440-328-2563 or smorey@teamloraincounty.com should you need anything further.

Sincerely,

Steve Morey
President / CEO
October 9, 2012

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

Dear Dr. Jones:

Technology Management Inc. (TMI) firmly believes that cooperative education is an important component that augments the formal education process by reinforcing academic knowledge through practical application – leading to expansion and refinement of knowledge-based skills. It is our understanding that, through the Ohio Means Internships and Co-ops (OMIC) project titled “Adapting a Proven Model to Advance Internship Success in Ohio,” Stark State will collaborate with Lorain County Community College to forge corporate partnerships that promote educational program integrated cooperative education and internship opportunities. It is our hope that the creation and enhancement of meaningful relationships and sustainable linkages to Ohio businesses will serve to provide businesses with a highly skilled workforce, increase business utilization of co-op and intern talent, and improve the retention of post-secondary program graduates in Ohio. TMI is pleased to serve as a corporate partner in this collaborative OMIC project.

Over the past three years, TMI has served as a Stark State community partner through our involvement on the college’s Fuel Cell Technology Program. For TMI, the OMIC partnership represents another way through which we can provide opportunities that enrich the educational experiences of Stark State and Ohio students while expanding our cooperative education process.

To support the OMIC collaborative partnership, and the anticipated demands of Ohio’s energy technology labor force, TMI anticipates placing two two-year college students in paid cooperative education programs during the Spring ‘13, Summer ‘13 and Fall ‘13 semesters. Students will work on fuel cell systems development projects throughout the cooperative education semester. The TMI internship program will be part-time semester position paid in the range of $11 to $15 per hour where participants will receive valuable hands-on and mentoring opportunities with our technical staff. TMI will provide approximately 5% of a senior engineer’s time in engineering management (approximately $8,000 per year) to oversee these tasks.

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

Sincerely,

Michael Petrik
Vice President/General Manager

cc: B. Lee
INTRODUCTION

Research shows that experiential education leads to improved student academic outcomes and increased persistence and retention. While LCCC has had a long-standing commitment to career-oriented experiential education there is no system-wide coordination for development, implementation, evaluation and data collection. Working through a coordinated effort LCCC will embed experiential education into every program at LCCC thereby contributing to the overall goal of increasing graduation rates 40%-50%. This coordinated effort will provide greater opportunity for students to synthesize learning across experiences, allow the institution to establish measurable outcomes demonstrating the impact experiential education has on our students, faculty, staff and community.

OBJECTIVES

1. Develop a menu of interconnected, career oriented experiential opportunities ensuring that each student has at least one documented experiential education opportunity on their transcript prior to graduation.
2. Develop an LCCC oriented infused outcome specific to experiential education using National Society for Experiential Education standards.
3. Expand quality academic and employer partnerships that inform and support LCCC’s Experiential Education program.
4. Document increased graduation completion rates of students engaged in experiential education.

PROPOSED METHODS

1. Comprehensive survey and mapping of current experiential education offerings at LCCC.
2. Develop baseline data of what we already know through survey results
   • A comparison of outcomes for programs with and without embedded experiential education opportunities.
3. Intensify business engagement efforts to ensure students are equipped to meet employer expectations.
4. Incorporate experiential education menu of options within People Soft Advising Module to ensure full tracking capabilities.
5. Three part intervention adapted from model below; pre-enrollment career and academic plan, central EE coordination to ensure students stay connected to career plan, and a capstone effort connecting to career placement, advancement & transitions.

Five step career development model that links academics, work integrated learning and career management. A Quinney Career Development Model

RESULTS

CURRENT LCCC RESULTS

Experiential Education (EE) is a well established and prevalent LCCC practice. The Work-Based-Learning program has been in existence for 11 years, Service Learning for 6 years, some Practicums for 30 years, and some Clinics for 40+ years. Preliminary data indicates that around 2,000 students engage in a form of EE each year. After completing our campus-wide EE mapping, the colleges will have a more accurate assessment of present activity and practices and be able to develop additional opportunities as needed.

Currently there is no standard language, shared outcomes or unit of measurement that allows students or academic divisions to link experiences across programs. Additionally, some programs require an experience, others leave as an option, and still others it is non-existent. There is no centralized entity who is tracking and telling the transforming story that thousands of our students engage in each year. With this centralized initiative, it will enable us to further develop, implement, evaluate and collect the increasing student opportunities and engagement.

The pie chart below shows a preliminary list of the current EE programs.

BENCHMARK RESEARCH & SUPPORT

Academic Engagement, Retention and Completion-Experiential Education

Internships and Co-ops

Students with internships experience rate their academic and professional abilities higher than students without internship experiences. Those who earn academic credit measure their abilities even higher largely due to the feedback provided by the course structure. (Ciernk, 2005)

Students recognize the direct connection between the experiential learning opportunity and their educational and career success. They also reported gaining skills through the experiences that helped them better understand their academic coursework (Ellis & Latourenue, 2001).

73% of employers prefer to hire candidates with relevant work experience. And more than half of those employers prefer the work experience to come from an internship or co-op (NACE Job Outlook Report, 2012).

The primary focus of a company’s experiential education program is to feed college recruiting and report over 85% rate conversion as the number one measure of success (NACE, 2006).

RESULTS continued...

Service Learning

Service learning is positively associated with student retention and the likelihood of completing a degree (Astin and Sax, 1998 and Voglegesang, Iloka, Gilmartin, and Keup, 2002).

Students in service learning courses score significantly higher on measures of academic challenge and academic engagement than students in other courses. These elements of service-learning can be directly and positively correlated to questions about retention (Gallini and Moey -2003). A 2010 survey by the New England Campus Compacts replicated the Gallini and Moey survey and confirmed that service-learning predicts student retention through the effects of academic challenge and academic engagement.

A survey of 1500 college students found that nearly 90% of American Indian, Black/African American, and Hispanic/Latino students said that they are more likely to complete a college degree after participating in service-learning (Campus Compact National Center for Community College).

Service Learning Charts:

CONCLUSIONS

Embedding experiential education in every program is a transformative strategy LCCC will implement to improve student success and completion. National research combined with current LCCC successes has proven the power of experiential education.

A critical component for this strategy will be to ensure that all experiential opportunities share a common “unit of currency”. Establishing standards, shared language expectations, and evaluation measurements will move us to a “unit of currency” that has shared meaning for our students and the institution. Tyng experiential education to our infused learning outcomes is just one part of the equation.

Of equal importance is the understanding that each experiential education opportunity must have real world applications. Experiential education creates a natural path for students to test newly acquired skills and knowledge, for institutions to modernize curriculum, and to ensure a good fit between employer expectations and our graduates.

Building connections between experiential education and real world applications will also ensure that students are prepared with the skills and knowledge necessary for career placement, advancement or transition.

This three pronged approach will contribute towards LCCC’s goal to increase graduation rates by 40%-50%.

REFERENCES

Experiential education has been well researched and proven dating all the way back to the foundations built by Immanuel Kant in 1787 and John Dewey in 1938.

LCCC has recently completed a large Literature and Resources Review focusing on the foundations, impact, and implementation of Experiential Education programs in Higher Education. Below are five of the top resources found. Please see the Literature and Resources Review binder for the entire listing.

Key Experiential Education Literature and Resources:


Contact Information

If you are interested in more information concerning this initiative or have questions, please contact:

Marcia Jones, Manager, Career Services
440-366-4729
mjones@lorainccc.edu
For more information on the Work-Based Learning Program at Lorain County Community College

Call (440) 366-4076

www.lorainccc.edu/careers/
Work-Based Learning at LCCC
It's not just Co-op anymore!

Lorain County Community College is committed to providing employers with a well prepared, technically skilled workforce. LCCC wants our students and graduates to be top notch workplace contributors – more than up to the challenge of this technological age. An important part of this effort is what we call “Work-Based Learning.” Our goal is to have students get pre-professional experience in their field so they can integrate classroom learning with real world experience. This can provide employers with employees they can grow. Imagine tailoring a workforce to your organization’s needs. In addition to the traditional semester of work/semester of school co-op model, LCCC is offering new ways in which your company can benefit from Work-Based Learning.

Parallel Co-op
Because most of our students support all, or part, of their education, most co-ops at LCCC are of the parallel variety. For example, students may work part- or full-time, and attend LCCC classes part- or full-time. Students can repeat the experience during three separate semesters if they wish, and if they are having progressively more responsible work assignments.

Work-in-Place Co-op
Students who are already working in their field may be able to get credit for “Work-in-Place” co-op experiences. If you have LCCC students working for you, this may be a good co-op option for both you and them. With this option, students must demonstrate that they will be working on projects that result in new learning. This will give you an opportunity to assess the new skills your employee has acquired.

Employment Plus!
LCCC has developed a program for students who need ongoing employment. In these instances LCCC students obtain “permanent” jobs in their field. An LCCC faculty supervisor facilitates the first semester (4 months) on the job. The students, in collaboration with their job supervisor and faculty advisor, set goals for their employment. These jobs continue past the co-op semester and the student is considered to be a regular employee. Employers identify talented students, ‘grow’ them their own way, and have LCCC support during the student/employee’s orientation period.

Internships
Through an internship, students can become familiar with the environment of the profession they intend to pursue. Internships often involve lower level responsibilities than the co-op, but will provide the opportunity to explore the profession and make better informed career decisions.

Benefits of Hiring Work-Based Learners
The Work-Based Learning options are designed to be a win-win for the employer and the student/employee. The benefits to you as an employer are:

• Cost-effective recruitment.
• Lower turn over costs after full-time employment.
• Cost-effective training.
• New hires of high quality with up-to-the-minute technical knowledge.
• Enhances your relationship with LCCC and can assist in making the college curriculum more closely related to your needs and those of the community.
• Student workers are good will ambassadors for your company’s public image.
• A tailor-made workforce that fits your needs.

What Work-Based Learning Involves
The placement/job must be related to the student’s major field of study, and hopefully related to the courses the student is taking.

Step 1. Employment agreement is formalized.
Step 2. Student/employee is oriented to the company, job and environment.
Step 3 Job supervisor, faculty supervisor and student/employee agree on goals and objectives for the semester. During the semester, job supervisor gives student clear direction and constructive feedback as necessary.
Step 4 Mid-semester, faculty supervisor meets with job supervisor to monitor employee’s progress.
Step 5 Job supervisor completes an evaluation of the student/employee’s performance near the end of the semester.

Note: The most successful work-based learning situations are those in which the employer actively mentors the student/employee.

On-Going Registration
LCCC has designed the Work-Based Learning program to meet employers’ needs, which do not always correspond to the college’s academic calendar. Consequently, LCCC co-ops and/or internships can begin at almost any time the employment opportunity arises.

For more information, call (440) 366-4076 or log on to www.lorainccc.edu/careers/
For more information on the Work-Based Learning Program at Lorain County Community College
Call (440) 366-4076

www.lorainccc.edu/careers
**Work-Based Learning: The Fast Track to a Good Job!**

1. **Get Paid to Earn College Credit**
   Did you know that you may be able to earn college credit for these major-related work experiences? In many LCCC majors, work-based learning credit can be used as an elective course or be substituted for a required course. Work-based learning credit gives proof on your transcript that you not only worked to an employer’s expectation, but to the standards of Lorain County Community College.

2. **Get a Start on Career Success NOW!**
   The most important secret to career success is to get experience in your field while still in college. Employers overwhelmingly favor job candidates who have real world work experience. Therefore, to jump-start your new career, do not wait until you graduate; get that important work experience while you are still at LCCC.

3. **Confirm Your Career Choice**
   If you are undecided or unsure about your career choice, an internship work experience in your field can be extremely valuable. It can confirm your chosen career path, or make it clear that you need to change direction. In either case, it can be most helpful in your career development.

4. **Common Sense Benefits of Work-Based Learning**
   - Earn money to pay college expenses
   - Sharpen the skills that employers value
   - Gain self-confidence and strengthen your interpersonal skills
   - Apply classroom learning in the real world
   - Make helpful contacts in your field - your own network
   - Use your work experiences as a tool to help plan your education
   - Gain work experience that you can show on your transcript and will strengthen your résumé

**Who Qualifies for Work-Based Learning**
You qualify for a WBL experience if you:
- Are enrolled in an approved program at LCCC
- Have completed a sufficient number of credit hours in your program: 15 credit hours for a co-op job, 12 credit hours for an internship. Co-ops must have completed 6 credit hours in their major.
- Have a 2.0 GPA overall, and a 2.5 GPA in your major
- Have divisional approval
- The job must be related to your major

**Types of Work-Based Learning Experiences**

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<tr>
<th>Type</th>
<th>Description</th>
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<tbody>
<tr>
<td>Parallel Co-op</td>
<td>Students may work part- or full-time, and attend LCCC classes part- or full-time.</td>
</tr>
<tr>
<td>Work-in-Place Co-op</td>
<td>Students who are already working in their field may be able to get credit for work-in-place co-op experiences if they have new responsibilities that will result in new learning.</td>
</tr>
<tr>
<td>Employment Plus!</td>
<td>Employment Plus! is an actual part-time or full-time job placement. The employer hires the student to fill a staffing need, and begins what will, hopefully, be a long-term employment relationship.</td>
</tr>
<tr>
<td>Internships</td>
<td>Through an internship, students can become familiar with the environment of the profession they intend to pursue. Internships often involve lower level responsibilities than the co-op, but will provide the opportunity to explore the profession and make better informed career decisions.</td>
</tr>
</tbody>
</table>

**On-Going Registration**
Because employment opportunities do not always fit the college’s academic calendar, students can register for a work-based learning experience well into the semester. Credit for this course depends on the number of hours worked. Consequently, it is possible to register for a Work-Based Learning course after the semester has begun.

**For More Information on Work-Based Learning**
Call the Work-Based Learning Office, 440-366-4076 or 1-800-995-5222, ext. 4076.
The Work-Based Learning Office is located in the College Center, CC 242
in the Employment and Career Services Center.
### Professional Demeanor

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<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
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<tr>
<td>Reports to work when scheduled</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
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</tr>
<tr>
<td>Arrives to work on time</td>
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<td>4</td>
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<td>2</td>
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<tr>
<td>Arranges for lateness or time off in advance</td>
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<td>4</td>
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<tr>
<td>Is appropriately dressed</td>
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<td>4</td>
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### Knowledge of Job

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<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grasps instructions quickly</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Desires to increase knowledge of job</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is willing to ask questions</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

### Quality of Work

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Produces work that is accurate and neat</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Shows thoroughness in work</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Uses time efficiently</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is able to set priorities</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

### Attitude

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shows initiative</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is enthusiastic about work</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is willing to work with, and for, others</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Accepts suggestions/criticisms</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Asks for additional work when tasks are complete</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

### Judgment, Reliability, Adaptability

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is able to think independently</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Makes good decisions</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is able to work under pressure</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Meets deadlines</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is adaptable in the work place</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>
Work-Based Learning (WBL)  

EMPLOYER EVALUATION OF STUDENT

<table>
<thead>
<tr>
<th>Human Relations</th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooperates with supervisors and co-workers</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Is courteous and friendly</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Controls emotions</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Speaks well and uses good word choice</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Problem Solving</th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Able to recognize problems when they arise</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Uses available resources to solve problems</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Seeks supervisory help when appropriate</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Overall Rating of Student Performance</th>
<th>Excellent</th>
<th>Good</th>
<th>Average</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
</tr>
</tbody>
</table>

How well did the student/employee fulfill the objectives of the Work/Learning Agreement?
________________________________________________________________________________
________________________________________________________________________________

Did the student have adequate technical skills? Comment, please.
________________________________________________________________________________
________________________________________________________________________________

Latest change in pay was from $____________ to $ ____________

If applicable, would you accept this student for another work-based learning experience? Yes / No
Why or why not?
________________________________________________________________________________
________________________________________________________________________________

Is there any additional coursework you would recommend for the student that would be beneficial for working in your organization?
________________________________________________________________________________
________________________________________________________________________________

Supervisor’s Signature: ____________________________  Date: ____________
Professional Experience

Lorain County Community College, Elyria, OH

Career Development Specialist (July 2008- Present)

- Coordinate internships and co-operative experiences for students through the Work-Based Learning (WBL) Program.
- Discuss WBL requirements with students both one-on-one and in group orientation settings.
- Review resumes and advise students on locating internships and co-operative experiences.
- Collaborate with faculty on the WBL program: including course requirements and outcomes.
- Communicate with employers on posting internship and co-operative experiences in the LCCC CareerLink database.
- Facilitate the sending of student resumes and other documents to employers.
- Created workshops on the use of social networking including; “Introduction to Social Networking” and “Twitter for Students and Career Services”. Presented to Transitions Job Search Networking Group and Ohio Two Year College Career Services Association.
- Advise and coach students and community members on career investigation and career research activities. Administer exploration instruments including FOCUS 2 and OCIS.
- Conduct resume and cover letter workshops. Present on various career topics in courses including: Computer Aided Drafting and Design, Health Sciences, Medical Assisting, Computer Science Engineering and Accounting.
- Designed and implemented a career exploration series on assessment, investigation and goal-setting for students. Facilitate sessions for students weekly throughout the semester.

Oberlin College Office of Career Services, Oberlin, OH

Associate Director (June 2004-July 2008)

Acting Director (June 2006-March 2007)

Career Advisor (January 2003-June 2004)

- Advised close to 300 College of Arts and Sciences and Conservatory of Music students and alumni a year. Administer assessment instruments including MBTI and SII.
- Served as the primary college pre-law advisor. Advise students on law school application process including LSAT preparation, school selection and personal statement development.
- Assisted in the implementation of the Oberlin Law Scholars Program. Develop and coordinate summer legal internship opportunities.
- Coordinated the Oberlin Connect: Business and Entrepreneurship Scholars Program. Developed budget, communicate with alumni, collaborate with Development and Alumni offices, directed student application process and selection.
- Served on executive steering committee for the Creativity & Leadership: Entrepreneurship at Oberlin initiative. Supervise Assistant Director charged with key initiative responsibilities.
- Created and conduct workshops including: Resumes, Interviewing, Bio Writing for Musicians, Job Search and Graduate School. Facilitate CareerTrek a four-session career exploration series.
- Organized and facilitated open house for faculty. Created useful faculty-oriented materials. Collaborate with academic departments on career events for majors.
- Supervised three professional staff and two support staff and managed office budget.
- Strengthened office outreach to students of color and LGBTQ students working closely with the Multicultural Resource Center (MRC). Facilitated creation of guidelines, application process, and awarding of a student of color internship fund.
- Managed effective office communication to students including email and online announcements. Initiated electronic newsletter for Conservatory of Music students.
• Created and implemented an evaluation process for all office programs. Facilitated the administration and compilation of surveys and reports.
• Selected, trained, and supervised Peer Career Advisors. Collaborated with staff to develop a comprehensive student staff training program.
• Directed on-campus recruiting activities. Improved employer relationships by ensuring successful recruiting events. Trained administrative assistant to provide recruiting support.
• Managed and increased Oberlin’s participation in the Selective Liberal Arts Consortium (SLAC); acted as co-city director for SLAC Boston Interview Day securing employer participation and coordinating student interview scheduling across 11 colleges.

NorthWest Arkansas Community College, Bentonville, AR
Career Education Specialist & Academic Advisor (January 2001-December 2002)
• Conducted career counseling, personal counseling and academic advising for close to 200 students a year. Administered assessments; developed and presented workshops.
• Coordinated the Early Alert retention program; significantly increased faculty participation in the program and contributed to overall improvement of college retention rates.
• Facilitated monthly support group for single parent community college students.
• Presented programs on self-assessment, career exploration, job search, and communication skills in academic courses including Psychology, First Year Experience and Summer Enrichment classes for ESL high school students.
• Facilitated employers for on-campus recruitment visits. Organized and implemented Job Fair with 35 participating employers. Managed job postings on Career Services web site.

The University of Toledo Career Services, Toledo, OH
• Assisted students in effective career decision-making with an emphasis on first-year students.

Education
The University of Arkansas, Fayetteville, AR
M.S., Counselor Education, Community and Agency Counseling May 2002
 Licensed Associate Counselor-State of Arkansas 2002-2004

The University of Toledo, Toledo, OH
B.A., Sociology May 1999

Professional Affiliations
National Society for Experiential Education
National Career Development Association
National Association of Colleges and Employers
Ohio Federation of Independent Colleges- CareerFest Student Publicity Committee
Great Lakes Colleges Association Career Development Officers
Northcoast Consortium for Career Advancement
Ohio Two Year College Career Services Association

Activities
Lorain County Community College – Wind Turbine Advisory Committee; Marketing Committee of the Staff Council Executive Committee; Recycling Subcommittee of the Green Campus Task Force.
PROFESSIONAL SUMMARY

Human Resources professional with experience in partnering with business leaders to define organizational goals, strategies and processes. Able to flex between multiple business partners with varying strategies and identify implications for the business units and associates. Designs and implements human resource programs to align individual talents and skills and motivate a diverse workforce for the greatest business impact. Quickly establishes relationships and displays innovative problem solving perspectives and results. Recognized for effective management of day-to-day business operations in the absence of executive management.

EDUCATION

Masters of Business Administration with a Certification in Human Resource Management; Ashland University, 2005

Bachelor of Arts Degree in Business Management; Malone College, 1996

Professional in Human Resources (PHR)

EMPLOYMENT

Stark State College                          North Canton, Ohio            July 2011 - present

DIRECTOR, CAREER DEVELOPMENT

• Manage the operation of a student-centered career development office that is committed to providing students with the tools and support necessary to leverage their educational experiences into meaningful career opportunities.

• Develop effective strategies for connecting and fostering relationships with potential employers that reflect the diversity of our academic programs.

• Conduct seminars, workshops and other group career development sessions to address the developmental needs of our students to transform them into attractive work-ready candidates for employers.

• Identify, recommend, and implement technological tools and products that will enhance the web-based offerings and capabilities of the office.

• Manage a budget with an ability to make the most efficient use of available resources to serve the maximum number of students.

• Prepare various reports relating to the office as well as monthly and annual statistical reports.

• Supervise a professional staff as well as work collaboratively with other staff and offices.
Nationwide Insurance   Canton, Ohio                             June 1988 - July 2011

HUMAN RESOURCES FIELD CONSULTANT (March 2002 to July 2011)

- Provided human resource support to over 800 office associates and auxiliary support to Northeast Ohio field associates. Support included the delivery of training programs, compensation and performance evaluation reviews, talent planning, strategic planning, associate relations issues and diversity & inclusion initiatives.
- Led Senior Leadership Team for the Canton Regional Office. Team made decisions on building programs and issues affecting the associate population and provided guidance to front-line leaders within the center. Was also a member of the Crisis Management Council for Northeast Ohio.
- Twice selected to be a member of the President’s Advisory Committee. Members nominated by State Officers with only twenty-five associates across the country being selected. The goal of the committee was to provide feedback on workplace, policy or organizational changes impacting associates.
- Created staffing model for OH/WV Region. Created service level agreements and processes which reduced the number of days to fill open requisitions. Concept has been duplicated and evolved into the recruiting model now used corporately.
- Managed the Commercial Underwriting Multi-state staffing project. Project required the coordination of HR professionals in five states in the sourcing and hiring of twelve commercial underwriters and two commercial underwriting managers. Able to successfully hire and relocate the candidates within the specified time allotted.
- Initiated the casualty claims internship program within the Canton Regional office.
- Delivered survey about performance management and development processes, incorporating the data into solutions that included a customer focused coaching program and performance management/coaching training.
- During leadership transition, acted as Midwest Regional Field Director. Led activities such as Regional Leadership team meetings, Regional Performance Reviews and Manager all-call meetings.
- Selected as a facilitator in the Management Development Tele-Training Series on multiple occasions. Led training sessions such as “Guiding Conflict Resolution”, “Interviewing Tips and Techniques” and “Personal Brand”.
- Competency-Based Interviewing Skills Trainer and 360° Feedback evaluator.

SENIOR LIABILITY CLAIM REPRESENTATIVE (6 years)

- Selected to be a member of the President’s Advisory Committee
- Selected as a Trainer for the Claims New Hire Class held at the Nationwide Training Center. Conducted lectures and training sessions for new claims associates from around the country on topics such as claims handling best practices, comparative negligence and arbitration.
- Successfully completed requirements to serve as an arbitrator for Arbitration Forums, Inc.
- Experienced in standard and non-standard claims handling as well as attorney represented files. Asked to serve as the Agency Support Claims representative. Used underwriting knowledge and investigative skills to bring claims to a resolution.

PERSONAL LINES UNDERWRITER (2 years)

- Interpreted and used selection standards to determine eligibility, desirability and proper classification of personal lines insurance risks. Rejected business that did not qualify.
- Utilized risk management information reports to identify and analyze trends and to make recommendations for portfolio improvement.
- Conducted training sessions with agents and their support staff.

ADDITIONAL POSITIONS HELD (8 years)

- Personal Lines Underwriter; Underwriting Analyst; Auto Processor; Property Processor; Mail Room Clerk; Inroads Intern
PROFESSIONAL MEMBERSHIPS

Society for Human Resources Management (SHRM)

Stark County Human Resource Association (SCHRA)
   Position: Certification Chair (2011 – present); Diversity Committee member

SERVICE ORGANIZATIONS / COMMUNITY ACTIVITIES / VOLUNTEER EXPERIENCE

Delta Sigma Theta Sorority, Inc.
   Positions: 2nd Vice President (2010 to 2012); Treasurer (2004-2010; 2012- present)

Akron/Canton Regional Foodbank Board Member (2009 to present)
   Positions: Personnel Committee; Finance Committee; Fund Development Committee

Junior Achievement Program Advisory Committee (2012 to present)

Stark State Career Services Advisory Committee (2002 to 2011)

Canton Urban League Board Member (2003 to 2005)
   Positions: Board Secretary; Nominating Committee Chair

Stark County Community Action Agency Labor-Management Advisory Committee (2002 to 2009)

Ohio Reads Program

Habitat for Humanity
Biographical Sketch

Marcia Jones
51 Thomas St. • Oberlin, OH 44074 • (440) 774-6063 • kevmar4@oberlin.net

Professional Summary
Career services professional with 13 years experience delivering employment-targeted services to a diverse range of student and clients in varied environments.

Skills and experience include:
- Internship Coordination
- Employer Relationships/Consulting
- Career Counseling
- Project Management
- Program Development
- Grant Development/Administration

Experience
Lorain County Community College [LCCC], Elyria, OH 2002-Present

Career Services Manager – Report to Director of Entrepreneurship and Innovation Institute
Oversee the campus wide internship/co-op program, career development and employment programs, Service Learning and Innovation Fund Experiential Education programs for students and community members.
- Project Director for three-year grant to develop and implement academic-based Service Learning program. Exceeded grant requirements resulting in selection for additional three-year grant by funder.
- Lead for implementation and development of experiential education component for LCCC Foundation Innovation Fund. Manage staff and reporting requirements for continued program growth and to ensure compliance with unique IRS ruling.
- Supervise seven staff members to ensure quality program and customer service while keeping pace with increased service demand due to economic downturn.
- Assist Grant Developer with strategies and writing for future programs.
- Manage Career Services Budget and office
- Implemented processes to streamline department intake processes resulting in increased tracking capabilities and efficiencies.
- Coordinate with county one-stop and partners to integrated employment services for Lorain County.
- Represent college and career services department by participation on internal committees, and participation in regional, national committees and associations.

Work-Based Learning Coordinator – Report to Director of Corporate and Community Outreach
Manage campus wide internship/co-op program for Associate and Baccalaureate students from all disciplines serving 13,000 students. Deliver career counseling, workshops and training on résumé, interviewing, salary negotiation and career management topics.
- Hired as one of three-person Job Enhancement Team charged with expanding and developing enhanced internship and career services
- Marketed and grew Work-Based Learning program by 10%
- Co-designed and implemented PROS program; pre-employment professional development program for LCCC and University Partnership students
- Developed and implemented Co-op Club for LCCC/University of Toledo Computer Science and Engineering students
- Received, managed and delivered programming for $520,000 Third Frontier Internship grant
- Orchestrated full integration of LCCC’s existing electronic on-line job matching / placement management system with ClevelandIntern.net

Committee memberships have included: Curriculum Council, E-Portfolio Learning Community Committee, Ohio Learning Network - Innovative Learning Grant Team Member: Researching Educational use of Blogs,
Biographical Sketch
Human Resource Development

Workforce Institute of Lorain County, Elyria, OH 1999 to 2002

**Workforce Consultant - Reported directly to Executive Director**

One of three-person management team responsible for designing, implementing and overseeing a 2.3 million dollar *Workforce Investment Act* contract for *The Employment network* - a partnership of over 26 agencies responsible for county-wide education, training and employment services.

- Developed, organized and delivered "Orientation to Services" presentations to over 4,000 dislocated workers in Lorain County
- Designed and delivered training for community-wide internet-based Information & Referral, Workforce Development and K-12 School-to-Work system
- Oversight of career *Pathways* program and career lab continuous improvement

Irene M. Ward & Associates, Columbus, OH 1998 to 1999

**Employment Consultant - Reported directly to Executive Director**

Designed and delivered technical assistance, training seminars/workshops, consulting and resource development for people with disabilities and their families, corporations, businesses. Supported employment and rehabilitation professionals’ efforts.

- Designed and delivered full and half-day workshops for statewide conferences and Greater Cincinnati Training Consortium
- Consulted, implemented and reported on $1M Employer Connections grant
- Presented to state board for continued funding and received additional funding

Lorain County Board of MR/DD, Elyria, OH 1993 to 1998

**Program Manager of Community Employment Department – Reported to Director of Adult Programs and Service**

Supervised 16 full-time staff; delivering community-based job development, placement and case management services. Advised, instructed and trained Contract Manager, marketing and placement personnel, Job Coaches & Evaluation Specialist. Recommended & initiated personnel actions; promotions, transfers, discharges and corrective measures. Oversight of all departmental contract and outsource services.

- Actualized design and implementation of Business Advisory Council
- Developed first Community Employment departmental strategic plan
- Doubled the size of Community Employment Department in four years, serving over 350 active client cases

**Education**

Kent State University, Kent, OH

*Masters of Education in Vocational Rehabilitation Counseling*

Eastern Mennonite University, Harrisonburg, VA

*Bachelor of Art in Social Work and Psychology*

**Community Activity**

Gathering Hope House Board President Present

Leadership Lorain County Graduate May, 2009

Joint Vocational School Human Resources Advisory Board Present

Bill Long Foundation President 2001 – 2003

**Associations**

National Association of Colleges and Employers (NACE)
Ohio Cooperative Education Association (OCEA)
Cooperative Education and Internship Association (CEIA)
Ohio Two-Year Career Placement Association (O2YCPA) – Current President
Northeast Career Counseling Association (NCCA)
Tamie L. Eynon, M.Ed.

116 Sixth Street NE • North Canton, Ohio 44720 • (330) 497-1979 • E-mail: teynon@kent.edu

Career Objectives
To serve in a higher education leadership position with a focus on student development and success.

Education
Kent State University Kent, Ohio
Master of Education in Higher Education Administration
Date of Graduation: August 2001
G.P.A: 3.636

Miami University Oxford, Ohio
Bachelor of Arts in Psychology
Date of Graduation: December 1997
Overall G.P.A: 3.069 Major G.P.A.: 3.211

Related Experience
Internship and Placement Coordinator 11/11 – Present
Career Development, Stark State College

• Work with local employers to coordinate experiential learning opportunities for students
• Assist students with career development activities such as resume writing, interviewing skills, networking, and professional etiquette
• Coordinate with faculty to discuss curriculum and experiential learning integration
• Maintain regular contact with students interested in experiential learning opportunities
• Present to classes, faculty groups, and students on the Career Development Office, services, MyPlan, and experiential learning process.
• Chair Experiential Learning committee for Completion by Design grant aimed at student success and completion
• Assist employers with College Central Network registration and posting of positions
• Maintain reporting functions to track experiential learning opportunities at Stark State.
• Guide students with regard to major selection
• Coordinate division specific job fairs and events to assist students with their job search and networking skills
• Job requires excellent networking and communication skills, attention to detail, ability to work with a wide variety of constituents, and programming skills

Assistant Director for Academic Advising 02/06 – 01/07; 02/09-11/11
Student Services, Kent State University Stark Campus

• Coordinated academic advising activities on the Stark Campus.
• Supplied a staff of five full-time academic advisors and eight faculty advisors
• Trained academic and faculty advisors in developmental advising practices and procedures
• Advised students at all stages of their academic career to assist in goal setting, decision-making, long and short term academic planning, career and major exploration, course selection, and graduation requirements
• Generated and managed reports and data related to advising
• Assisted with validating upgrades and add-ons to the Banner system
• Served on various university committees including the Academic Advising Administrators Council, Provost’s Committee for Advising Standards, and the Advisory Committee for Academic Assessment
• Taught a section of a First Year Experience course specializing in Career Guidance and Exploration
• Collaborated with Admissions, Career Services, Student Activities, and other offices to assist with program development and implementation
Tamie L. Eynon, M.Ed.

• Helped students on academic probation through individual advising appointments and developing academic action plans
• Intervened with students who have reached 45 credit hours and have not declared a major to assist them with major and career exploration and decision making processes
• Coordinated graduates along with the Assistant Director for Career Services for commencement ceremonies
• Implemented and maintain a comprehensive assessment plan for advising
• Job required attention to detail, sensitivity to various constituent needs, fairness, and ability to manage people and projects

Interim Director of Student Services 01/07 – 02/09

Student Services, Kent State University Stark Campus

• Served as the manager for advising services, registration functions, and degree reviews
• Supervised a staff of three full-time advisors, two part-time advisors, eight faculty advisors, and two clerical specialists
• Reviewed and approved Associate degree files, exits, exceptions to registration, change of grade forms, and reinstatement applications
• Represented the campus on a variety of university committees including the SIS Academic Advisory Committee, Regional Campus Registrars Committee, Consistency Committee, and Academic Advising Administrators Council
• Developed a strategic plan for the campus and Student Services office including Academic Advising, Student Accessibility Services, and Career Services
• Assisted with student complaints and issues working closely with the Assistant Dean for Student Services to develop resolutions
• Coordinated the implementation of the Banner Student System on the Stark Campus in close conjunction with the Kent Campus implementation team
• Job required an understanding of university policies and procedures, ability to learn and adapt to new information quickly and efficiently, judicious decision making, and conflict management and resolution skills

Academic Advisor 01/05 – 02/06

Student Services, Kent State University Stark Campus

• Provided academic advising assistance to current and prospective students
• Presented to and advised students in the SCORE (Stark Campus Orientation and Registration Experience) program
• Assisted students with academic requirements, registration, and major and career exploration
• Reviewed transcripts for transfer students and assisting them with making the transition to Kent State
• Taught a section of the University Orientation course
• Provided input for class schedule and offerings
• Developed new retention initiatives
• Job required efficient time management skills, sensitivity to various constituent needs, ability to multi-task, excellent verbal and written communication skills, and resourcefulness

RETAiN Academic Advisor 04/02 – 01/05

College of Architecture & Environmental Design/College of Communication & Information/College of the Arts, Kent State University

• Served as an advisor for RETAIN focusing specifically on freshmen and students changing majors
• Advised students regarding academic requirements, major and career options, and registration procedures.
• Assisted in intervention, referral, and retention programs
• Presented academic workshops on topics such as academic study skills, probation status and interventions, and time management
• Advised incoming students in the PASS (Placement, Advising, and Scheduling System) program.
Tamie L. Eynon, M.Ed.

- Taught the University Orientation course
- Job required working effectively as part of a team, ability to work with a diverse student population, and creative problem-solving and programming skills

**Academic Advisor**

**Graduate Assistant** 06/01 – 08/01

**Intern** 01/01 – 05/01

**College of Arts and Sciences, Kent State University**

- Served as a campus resource for undergraduate students in the College of Arts and Sciences
- Assisted students with scheduling courses
- Advised incoming students in the PASS program
- Worked with various departments in reviewing students’ academic progress and offering students suggestions for furthering their development and success
- Job required excellent listening and communication skills, ability to solve problems, organization, and extensive knowledge of resources available to students at Kent State University

**Residence Hall Director** 06/98 – 08/98

**Student Affairs, Walsh University**

**New Student Orientation Counselor** 01/98 – 08/98

**Student Affairs, Walsh University**

**Coordinator of Student Union and Activities (Graduate Assistant)** 01/98 – 08/98

**Student Affairs Walsh University**

**Computer Skills**

- Knowledge of and ability to work with Microsoft Word, Excel, Access, PowerPoint, Common Spot Web Design, various internet functions and programs, and Banner

**Professional Activities**

- Ohio Career Development Association (2012-Present)
- Ohio 2-Year Colleges Career Services Association (2011-Present)
- Stark County School Counselor Association (2011-Present)

**National Academic Advising Association (2002 – 2012)**

- Co-presented at 2003 Regional and National Conference RETAIN: Improving Freshman to Sophomore Year Retention
- Co-presented at 2004 National Conference Connections Matter: The Freshman Interest Group as a Retention Tool
- Co-presented at 2010 National Conference Giving Students the SwiftKick They Need: A Comprehensive Student Success Plan (Session was voted Best of Conference)

**Kent Academic Support and Advising Association (2002 – Present)**

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

**Stark Campus Customer Service Implementation Team**

- Co-chair (2007)