

PARTNERSHIPS IN ACADEMIA

RETENTION OF YOUNG TALENT

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INTRODUCTION

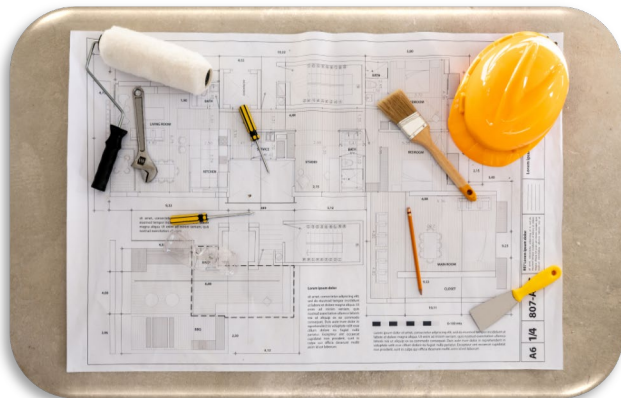
INTERNSHIPS



CO/OPS



JOINT PROJECTS



TRAINING



WAYS WE
CONNECT
WITH
ACADEMIA

COLLABORATION WITH LOCAL SCHOOLS



VOCATIONAL HIGH SCHOOL PROGRAMS

- Students select vocational area of study.
- Academics shift back and forth from standard classes to vocational program.
- Students can complete on site co/ops within their discipline their junior and senior year.



Service Pathways

- Automotive Collision Repair & Refinishing
- Automotive Technology
- Cosmetology
- Culinary Arts
- Dental Assisting
- Health Services

Technology Pathways

- Advanced Manufacturing & Fabrication
- Biotechnology
- Drafting & Design Technology *(2-year program for Juniors and Seniors only)*
- Electronics & Engineering Technology
- Engineering & Robotics
- Information Technology
- Multimedia Communications

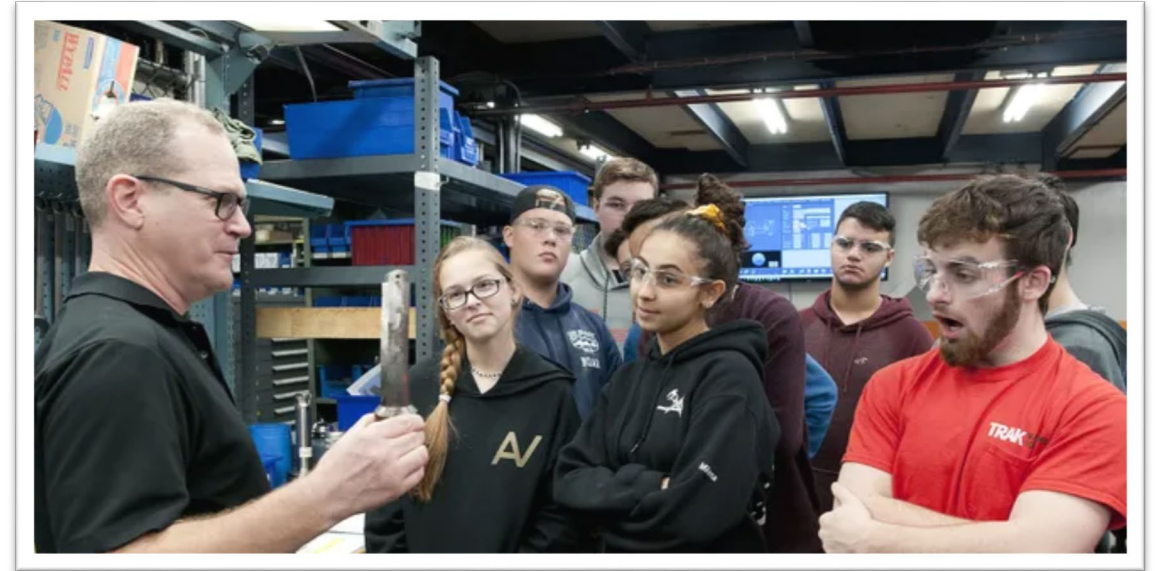
Construction Pathways

- Construction Technology
- Electrical
- Heating, Ventilation, Air Conditioning & Refrigeration
- Painting & Design Technology
- Plumbing

ENGAGEMENT AT THE HIGH SCHOOL LEVEL



- Develop relationship with Teachers
- Visit schools in early fall before best students have found Co/Ops



- Open House/Tours of facility
- Employees on Executive Board of schools

COMMUNITY COLLEGE PARTNERSHIPS

Quinsigamond Community College

- Over 60 associate degree programs
- Over 50 certificate programs
- Business, Engineering, Manufacturing, Health care, Liberal arts areas of study
- Flexible schedules
- Cost effective
- Employee training programs



Quinsigamond Community College Campus Worcester, MA

HIGHER EDUCATION CONSORTIUM OF CENTRAL MASSACHUSETTS



HECCMA Core Priorities

- Promoting Worcester and Central Massachusetts as a college town and knowledge-based economy
- Cross-registration
- Cost Effectiveness
- Promoting collaboration and community among member institutions

List of participating institutions

- Anna Maria College
- Assumption University
- Clark University
- College of the Holy Cross
- Cummings School of Veterinary Medicine, Tufts University
- MCPHS
- Nichols College
- Quinsigamond Community College
- UMass Chan Medical School
- Worcester Polytechnic Institute
- Worcester State University

GOVERNMENT FUNDING FOR TRAINING

Trainings Offered

Solidworks

Manufacturing

Safety

GD&T

Microsoft Applications

1



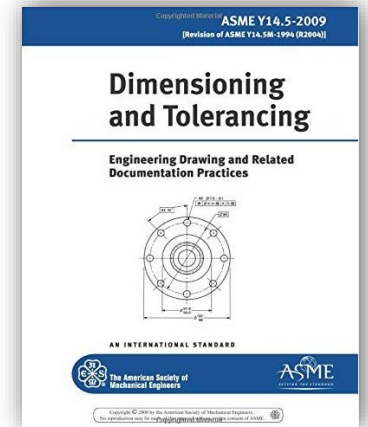
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UNIVERSITY PARTNERSHIPS

Worcester Polytechnic Institute

- Located in Worcester, Massachusetts
- Started in 1865
- WPI Motto "Lehr und Kunst" or "Theory and Practice"
- Project Based Learning focus.



WPI HISTORY WITH PRIMETALS TECHNOLOGIES (MORGAN CONSTRUCTION COMPANY)

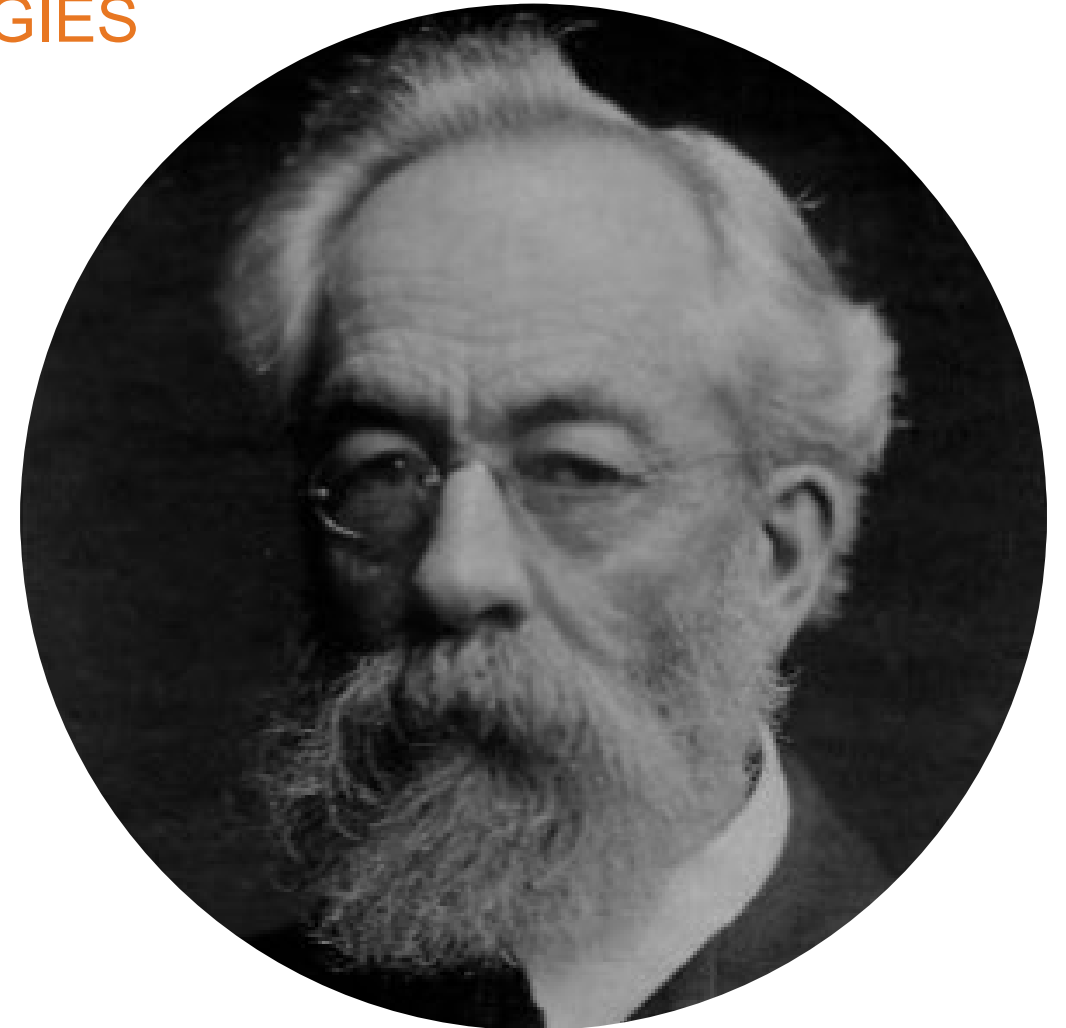
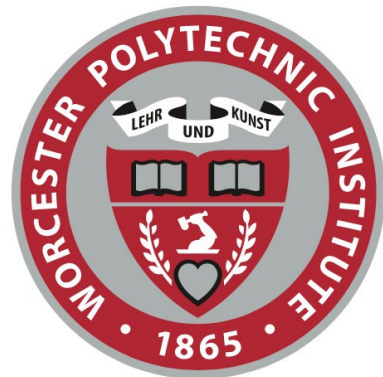
Charles Hill Morgan

Founder of Morgan Construction Company (1888)
One of the first trustees of WPI upon its creation (1865)

Morgan Family Legacy

More than 5 generations of Morgan family have served as Trustees at WPI. Phillip Morgan is still serving on it to this day.

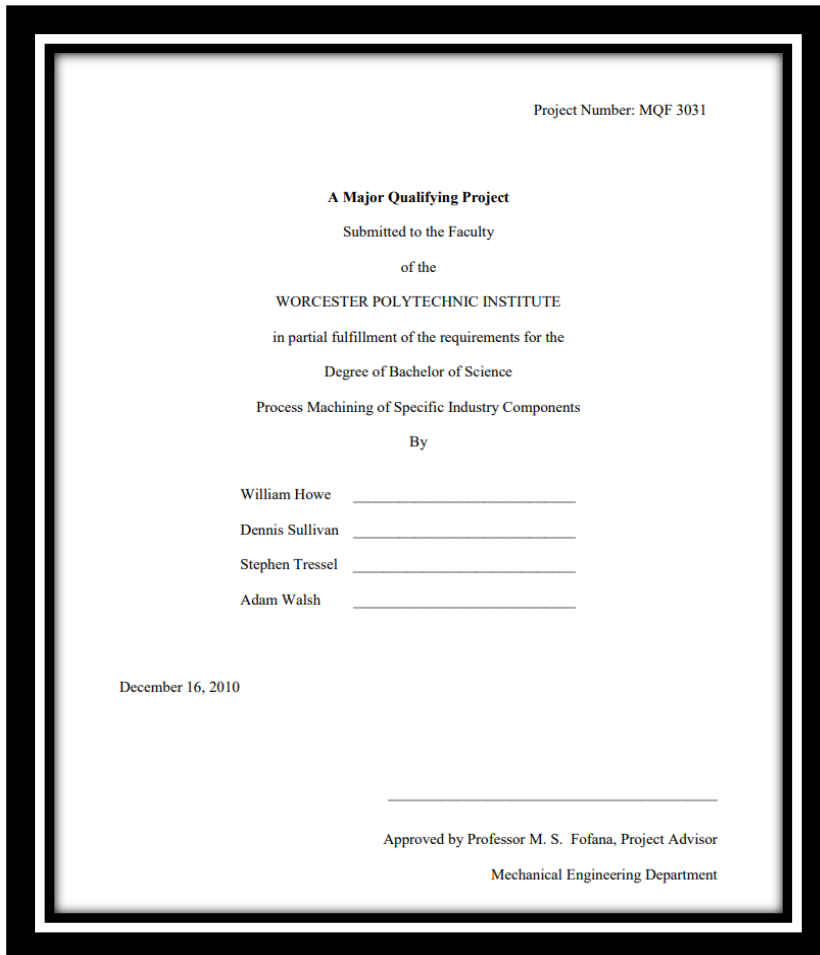
One of WPI most generous benefactors over the years.



CAMPUS ENGAGEMENT

Building Long-term Relationships

- Career fairs (early fall)
- Career Corners throughout the year
- Sponsor for senior projects
- Meaningful internship and Co/Op experiences
- Guest lectures on campus
- Deploy current interns to help recruit



WHAT DOES AN INVESTED INTERNSHIP MEAN?



Traditional Internship

- Introductory level tasks
- Generic exposure to a working environment
- Bullet point on student resume
- Sometimes without compensation



Invested Internship

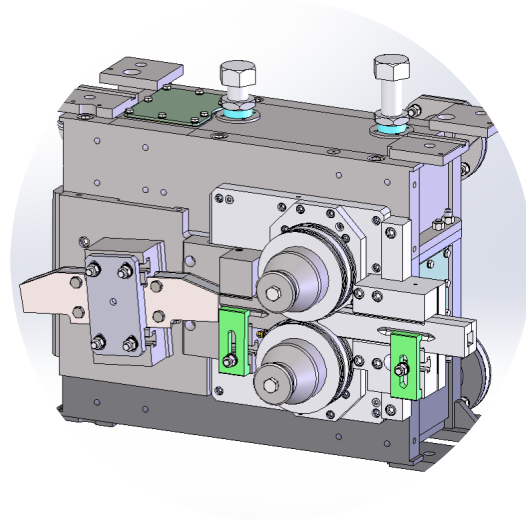
- Meaningful tasks to challenge the student
- Provide real world experience for students
- Fine tune the experience to the students' academic interests
- Expand the relationship between student and employer
- Create a pathway to full time employment
- Balance of learning for the student and your organizational needs
- Bring in fresh ideas to business

CO-OPS AND INTERNSHIPS OFFERED



MANUFACTURING

- Manufacturing
- Welding
- CNC machining
- Assembly



ENGINEERING

- Mechanical design
- Electrical design
- Computer programming
- Civil design
- Solid modeling and drafting



BUSINESS/SALES

- Accounting
- Sales
- Project management

STUDENT LIFE WHILE WORKING AT PRIMETALS

Schedule

- Flexibility
- Work from home (job specific)
- Part time option available

Value

- Performing meaningful work
- Skills learned are directly applicable to field of study
- Competitive pay

Expectations

- Completing work as an entry-level full-time employee
- Complete end of intern presentation
- Participate in all department meetings/activities

Benefits

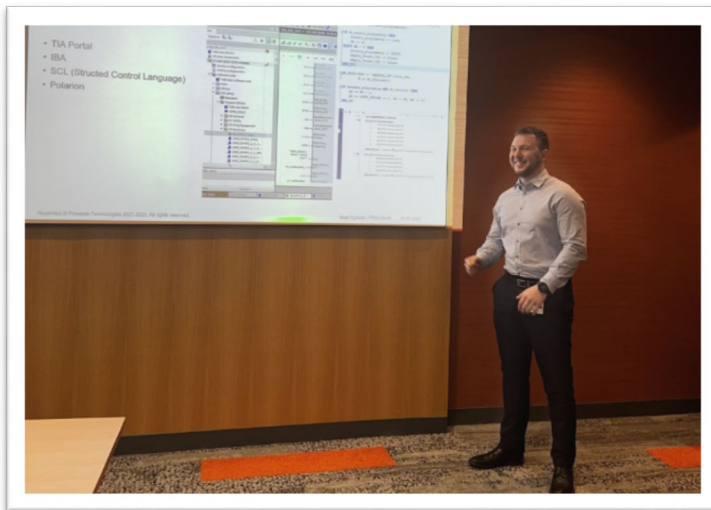
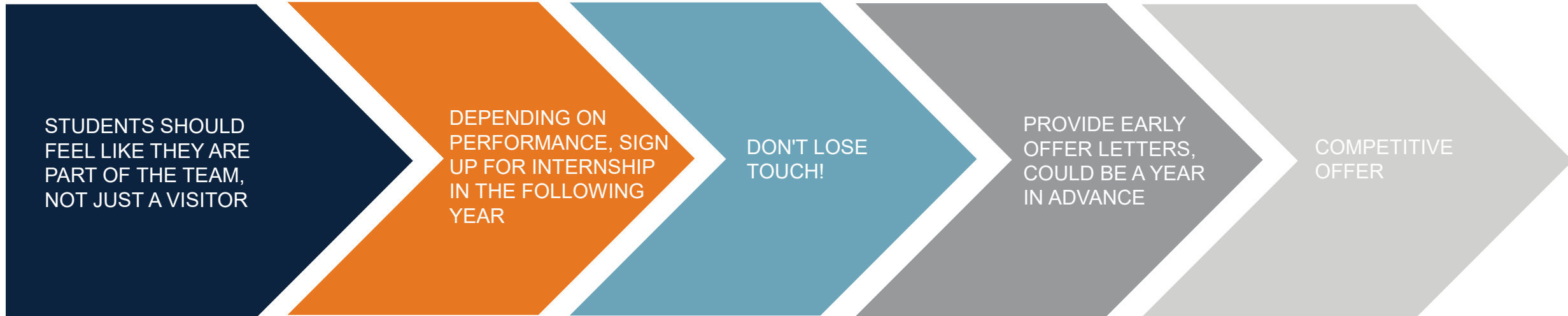
- Tuition reimbursement
- Class credits



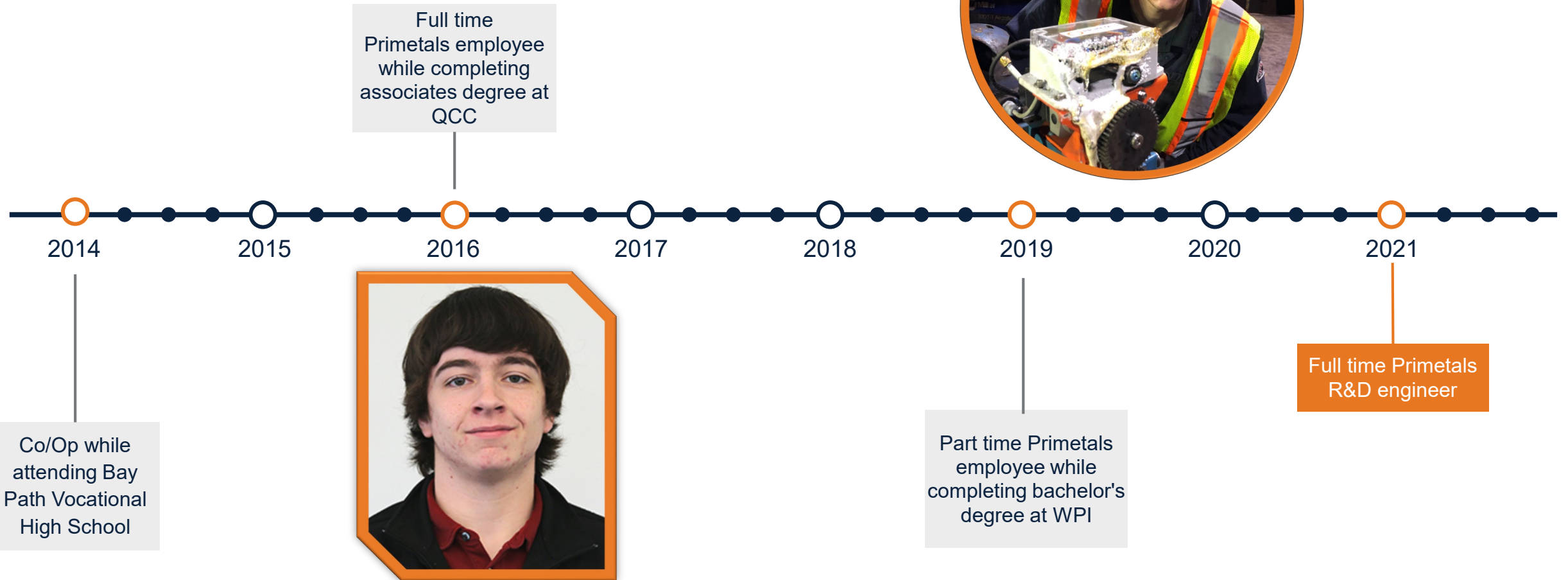
“ Primetals has allowed me to get the most out of my internship experience; opportunities such as completing work for a customer and then traveling to their mill site truly made me feel like a part of the team. ”

Caroline Gallant, Engineering Co/Op

RETENTION OF CO/OPS AND INTERNS



SUCCESS STORY – JACOB MARSHALL



CONCLUSION

Recruiting interns and co-op students is an **ongoing**, never ending process

Consistent engagement and strategic planning is required to ensure success year after year



Commitment from your team to participate in recruiting events is essential to providing a valuable intern experience

Our experience demonstrates that interns and co-ops who transition to full-time positions, exhibit a higher retention rate compared to new employees without prior experience



PRIMETALS
TECHNOLOGIES



THANK YOU