

MODEL OF INTERNSHIP

Jay County Schools

Jeremy Gulley, Director of Teacher Effectiveness



Work & Learn in Jay County

“Every student deserves the same opportunity for success, whether they want to go to college or start their career right out of high school. This is not about a Plan A and a Plan B – this is about two Plan A’s. It advances the principle that all honest work is honorable work.”



-Governor Mike Pence



Who we are....



Manufacturing and Agriculture
Comprehensive high school 1100 students
Member, Area 18 Vocational District

Population	21,179
Resident Labor Force	10,875
Total Employed	10,122
Per Capita Income	\$34,499
Median Household Income	\$41,847
Percentage below poverty level	16.0%
Unemployment Rate	5.1%
Bachelor's degree or higher	10%

Our Challenge....



- Small, rural, declining school-aged population.
- 54% Free & Reduced, but an “A” Rated School District.
- 96% Grad Rate, but only a 48% college matriculation rate.
- Limited CTE Pathway counseling focus.
- Input vs. Output focus.
- CTE curriculum & enrollments evolved away from local high demand jobs (Industrial Maintenance, Manufacturing).



Vision

Jay County is work-ready, with a high quality workforce employed in high-wage, high-demand jobs that promote a **strong middle class** and **prosperous communities**.

Work &
Learn

Soft
Skills

Post
Secondary
Degrees &
Credentials

High Wage,
High
Demand
Careers

Mission

Ensuring college & career ready graduates are capable of contributing to careers that advance **economic prosperity** and a **vibrant democracy**.

Goal: 60% Graduates with a post-secondary degree or credential



Supported by a competitive grant of \$153, 776 this grant enabled the creation of the Jay County Manufacturing Academy at JCHS. Students earn college credit and workplace skills in manufacturing leading to on-the-job internships and jobs.

Goal	Result
Total number of students enrolled in curriculum:	81
# of students earning industry-recognized certifications:	28
Total industry-recognized certificates earned:	46
Earned at least one dual credit:	45
Total dual credits earned:	261
Engaged in an Work & Learn opportunity:	41
# of students hired by industry right out of high school in first year of program	1



Eliminating silos and aligning resource allocation efforts in collaboration with public and private sector partners, providers, and employers.

Status	Outcomes
	Credentials/ Certificates
	Competitive Robotics
	Employability Skills
	Work & Learn
	Adult/Student Integration



Goal: Establish a business-supported Work Based Experience program for CTE students at JCHS .

- Collaboration with Jay Co Chamber of Commerce.
- Piloted with JCHS Manufacturing Academy and FCC-Indiana
- Funded through CTE Innovation Grant
- 3 students with ½ day, 18-Week internships in manufacturing.
- 1 student hired full time at FCC.
- 30 students completing supported Work-Based Learning and earn “Golden Ticket” certification through Work One
- JSC Internship Manual Created



- FCC (INDIANA) is excited about the potential of this project for the student, ourselves and the community.
- This project is about sustainability.
- We must continue to thrive and we cannot do so without skilled individuals. We believe that we must be a part of this initiative.
- We have an extensive training program and we adapted this program for the students exposing them to Production, Quality and Maintenance tasks.
- We pay these students for their work time and after completion of the program they would receive a additional compensation.

555 Industrial Park Road

Portland, IN 47371

Capital Amounts: \$128 million (investment)

Associates: 760 currently

Stock Holder: F.C.C. Co. Ltd. JAPAN

Building Size: 300,000 square feet

Acreage: 63.0 Acres

Transmission Clutch Assemblies and Components,
Torque Converter Lock-Up Clutch Assemblies





Jay County Manufacturing
Academy Internship Program



2015-2016

Find a good base plan

- Greatly influenced by CONEXUS
- Share examples of employer-made work plans with other manufacturers... “what right looks like”
- Paid internships gets kids’ attention
- Be clear what we can/cannot do

Find a good partner

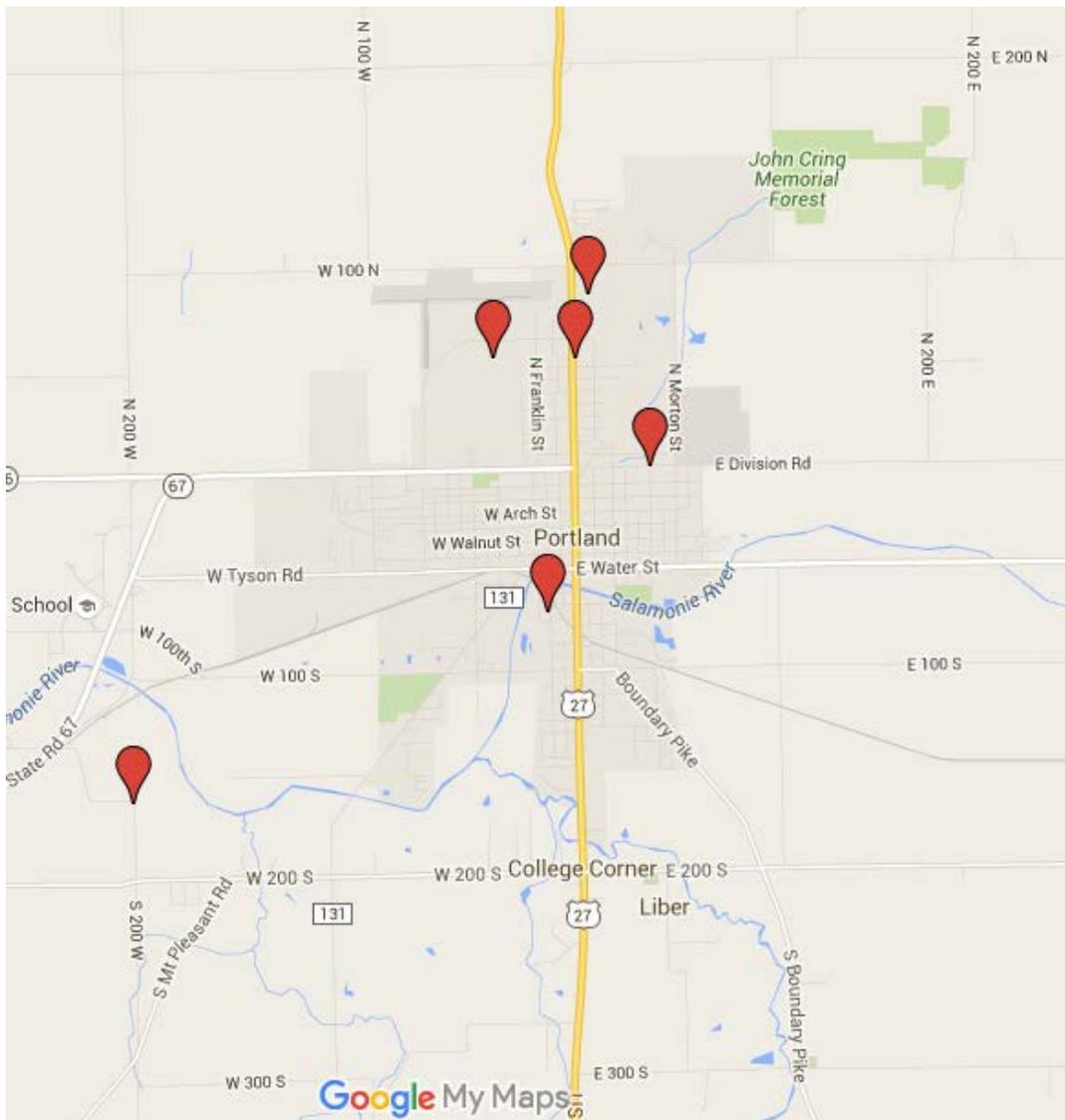
- Get it right first then scale up
- Partner with WorkOne

Relentless communication

- email isn't enough, get face-to-face
- Leverage Partners (Chamber/Alliances)

Someone needs to be in charge

- Use your CTE funds to pay for Coordinator
- Keep teacher engaged with employers



14-15

FCC	2
TLS By Design	1

15-16

FCC	4
TLS By Design	2
Ft Recovery Industries	1
Littler Tool & Die	2
Fullenkamp Machine	2

1 Day Job Shadow	50
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Work & Learn in Jay County

“Innovation does not necessarily require new concepts, but it does necessitate thinking in novel ways. New ideas emerge from exploring connections and making changes in meaningful ways.

In education, multiple silos have existed independent of one another for decades. Innovation occurs in making those connections and creatively addressing calls for progress.”



2014-2015

Jay County Promise

JAY SCHOOL CORPORATION



- Collaboration with The Portland Foundation, John Jay Center for Learning, Jay Co Chamber of Commerce & Jay Co Economic Development Corporation.

71% of students K-3 have a college savings account.

54% of families with accounts have contributed \$25 or more.

\$100,000 community funds raised to match parent contributions.

4x more likely to go to college.

Goal: Establish a College 529 savings account for 70% of K-3 students.

Context: Currently only 48% of JCHS grads go on to college of any kind.

Purpose: Create a College-going culture



Goal: Offer a robotics class for high school credit at JCHS.

Program funded and supported by Region 6 Indiana Works Council. JSC only school district in 11 county East Central Indiana to secure this grant.

- **One of the first** Indiana high schools to offer Robotics for high school credit.
- \$53,000 in equipment purchased through CTE Innovation Grant & Area 18 CTE District.
- **Local manufacturers selected Robotic trainer.**
- Students can earn **FANUC certification** in industrial robotics.
- Curriculum **aligned with Ivy Tech**
- 35 students signed up in year one.



- Saved Jay County families \$212,725.30 in tuition.
- Doubled the number of faculty with dual credit credentials.
- 1 One-year Credential in Advanced Manufacturing is now open to students with Ivy Tech.

•# Seniors earning Dual Credits

2012-2013	2013-2014	2014-2015
103	122	144

•# of enrollments in courses taken for dual credit (9-12)

2012-2013	2013-2014	2014-2015
192	311	1029

Amber Huelskamp (JCHS Class of 2014) recently spoke via Skype from I.U. East to our Early College students at JCHS with this advice, "Coming from the perspective of a sophomore in college, I highly encourage you to take advantage of the wide array of dual-credit courses offered at JCHS. My ENG 103 and 104 credits transferred smoothly to IU East, and saved me time, money, and stress."

Goal: Offer up to one year of college credit to students while still in high school. Align CTE pathways to one-year Ivy Tech / Vincennes University credentials.



2015-2016

Integration with John Jay Center

JAY SCHOOL CORPORATION



Our Mission: To inspire individuals by creating an environment where learning leads to a quality life and economic viability.

Services include

- Traditional college courses
- Vocational training courses
- Career planning
- Professional certification courses
- Training and certifications through Ivy Tech Corporate College
- In-house WorkOne Office

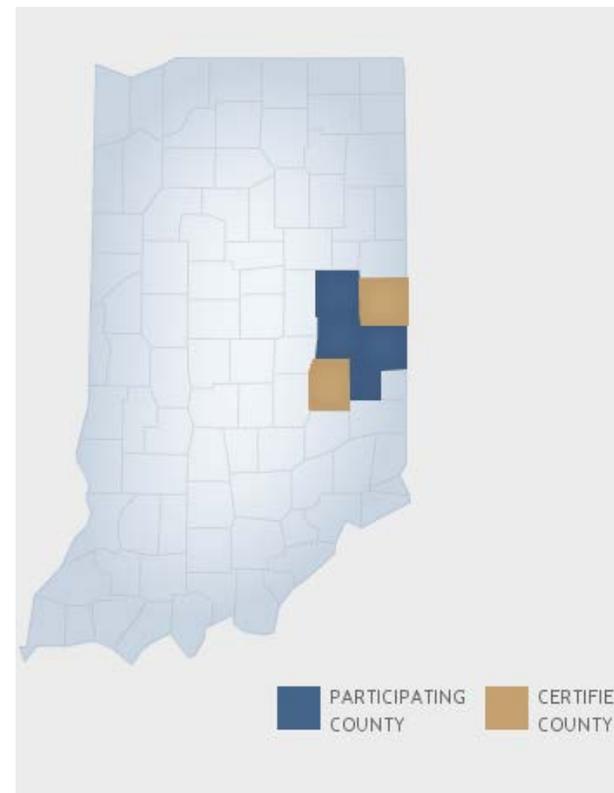
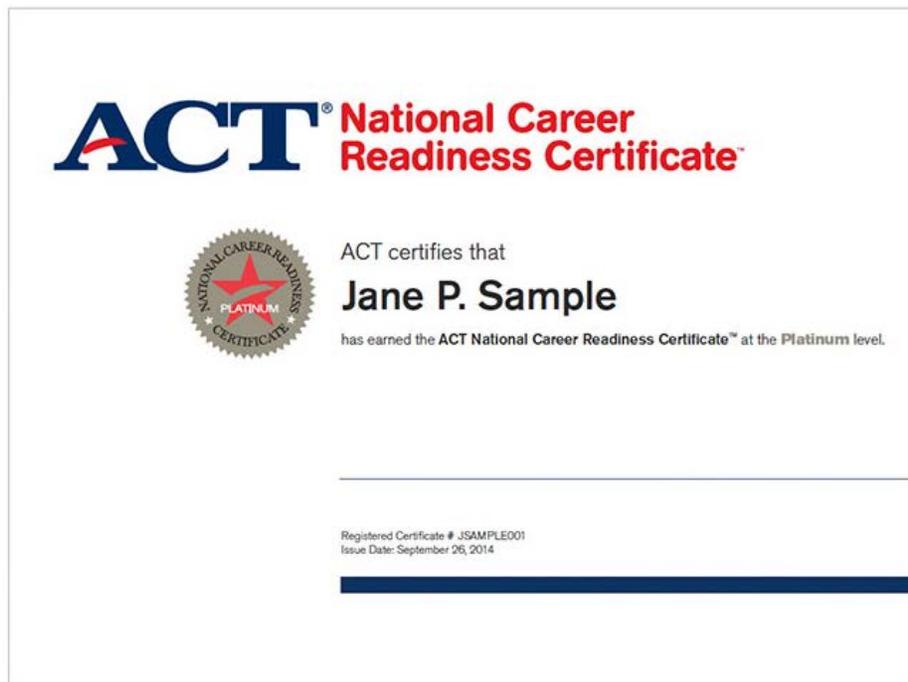
FALL 2014	FALL 2015
217	291



2015-2016

Career Ready Certifications

JAY SCHOOL CORPORATION



Goal: Assess every senior at JCHS with Work Keys. Ensure students know how Work Keys scores are used locally for HR decisions. In October 2015, all JCHS Seniors took this assessment.

Results: **71%** of seniors earned Silver or above on the NCCRC

GOLD 43 (21%) -level 5
 SILVER 122 (60%) -level 4
 BRONZE 26 (13%) -level 3
 None earned 14 (7%)




WorkOne
Eastern Indiana

The Golden Ticket Program
ARE YOU WILLING TO INVEST IN YOURSELF?

Soft skills — The biggest disconnect between employers and potential employees. It's skills that include good reasoning, dealing with conflict in the workplace, having a good attitude, being flexible, and showing up to work. This is nothing new to employers, we know.

77% of employers say soft skills are as important as work-related skills. -Salesforce.com

Job seekers think they have it. But it becomes painfully obvious to employers within the first few days that many jobseekers don't.

So what if you had a job applicant that gave you a "Golden Ticket" that showed that they have both the knowledge and practical application of soft skills? And that they were certified?

Would you interview them?
Eastern Indiana WorkOne is introducing the Golden Ticket Program to employers

The Golden Ticket program teaches four core soft skill areas to job seekers:

1. Communicating – what you say, write, body language, and social media.
2. Professionalism – your attitude, motivation, being on time to work, good work habits.
3. Teamwork/Collaboration – how you treat coworkers, diversity, leadership.
4. Critical Thinking/Problem-Solving – innovation, creativity, adaptability.

Sounds really good, right? But there's more!

Employers that use the Golden Ticket are offered the following additional incentives. Some may apply, others may not.

1. Soft skill certified applicants – They don't pass the certification, they don't get a ticket!
2. Direct applicant referral – Our Business Services Representatives will promote to you directly those consumers that have passed the certification.
3. Work Experience funded by WorkOne – Try them out, on us! Up to 6 weeks of paid work on WorkOne.
4. On-the-Job Training for Direct Hires – You like them, you hire them. But WorkOne will also work with you to pay up to 50% of their training.
5. Additional training – If your Golden Ticket worker has been with you at least 6 months and you want to train them for a different job and promote, WorkOne will work with you to assist with that training.

It's a win-win for employers!
Contact your Eastern Indiana WorkOne Business Service Representative for more information.
Classes run weekly.

- WorkOne / Jay Schools Partnership
- 29 “Early Grad” students are pursuing the “Golden Ticket” February 2016
- 32 hrs of “Soft Skill” instruction
- Employer endorsed MOU

Communication
Professionalism
Teamwork/Collaboration
Critical Thinking/Problem Solving

- Employer Incentives



Jay County Manufacturing Students Learning “Troubleshooting” at Poet Bio-refining, Portland, Indiana.

Expand Work & Learn

- Hire Intern Coordinator
- Expand Internships to all Pathways
- Participate in Conexus Summer Internship Program
- Add job shadowing

Develop Employability Skills

- “Golden Ticket”
- Evaluate Employability Skills in the classroom

College-going Culture

- Jay County Promise CollegeChoice 529
- Early College & Career Program
- National Career Ready Certification

Adult/Student Shared Programming

- Integrate John Jay Center for Learning with high school manufacturing



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2015-2016

For More Information

JAY SCHOOL CORPORATION



Email jgulley@jayschools.k12.in.us

Facebook
College & Career Ready Jay County

Twitter
@ecjchs

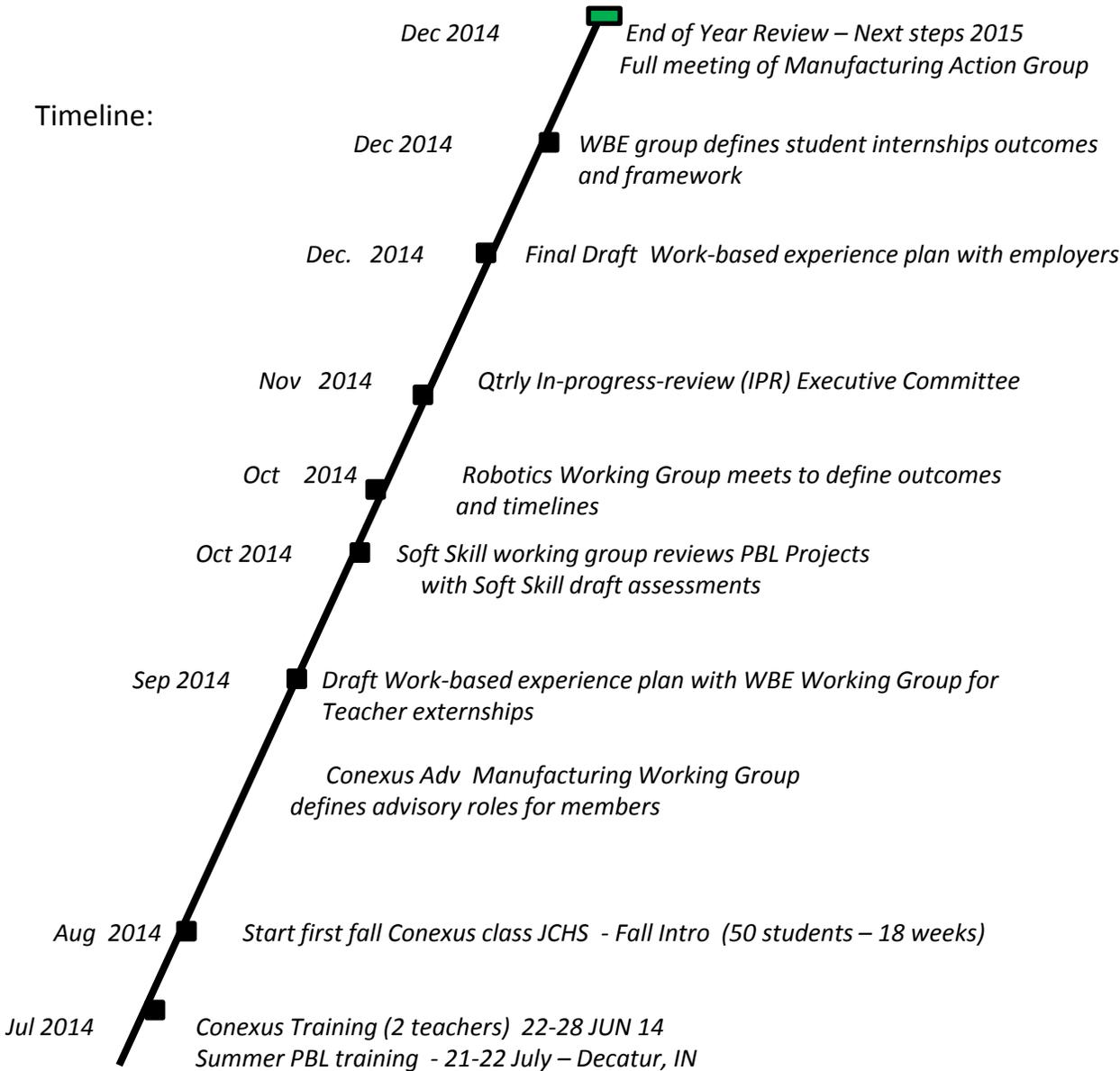




Industry Engagement Timeline Summer & Fall 2014



Timeline:



Jay County Manufacturing Advisory Team

Task:

- Provide real-world scenarios for classroom instruction
- Schedule a student tour of your facility
- Serve as a guest speaker & talk to students about the high-tech jobs in industry
- Participate in a local career fair
- Participate in a technology related high school event, such as a robotics competition
- Participate in mentoring events to get students thinking about AML careers
- Offer job shadowing opportunities
- Offer a high school internships

Purpose:

- Increase student awareness of industry.
- Advise local partner school(s) regarding AML skills and workforce needs.
- Support advanced manufacturing and logistics coursework & advising on curriculum updates.

Work-based Experience Team:

Task: Create job shadowing, teacher externship and student internship plan no later than 1 APR 15.

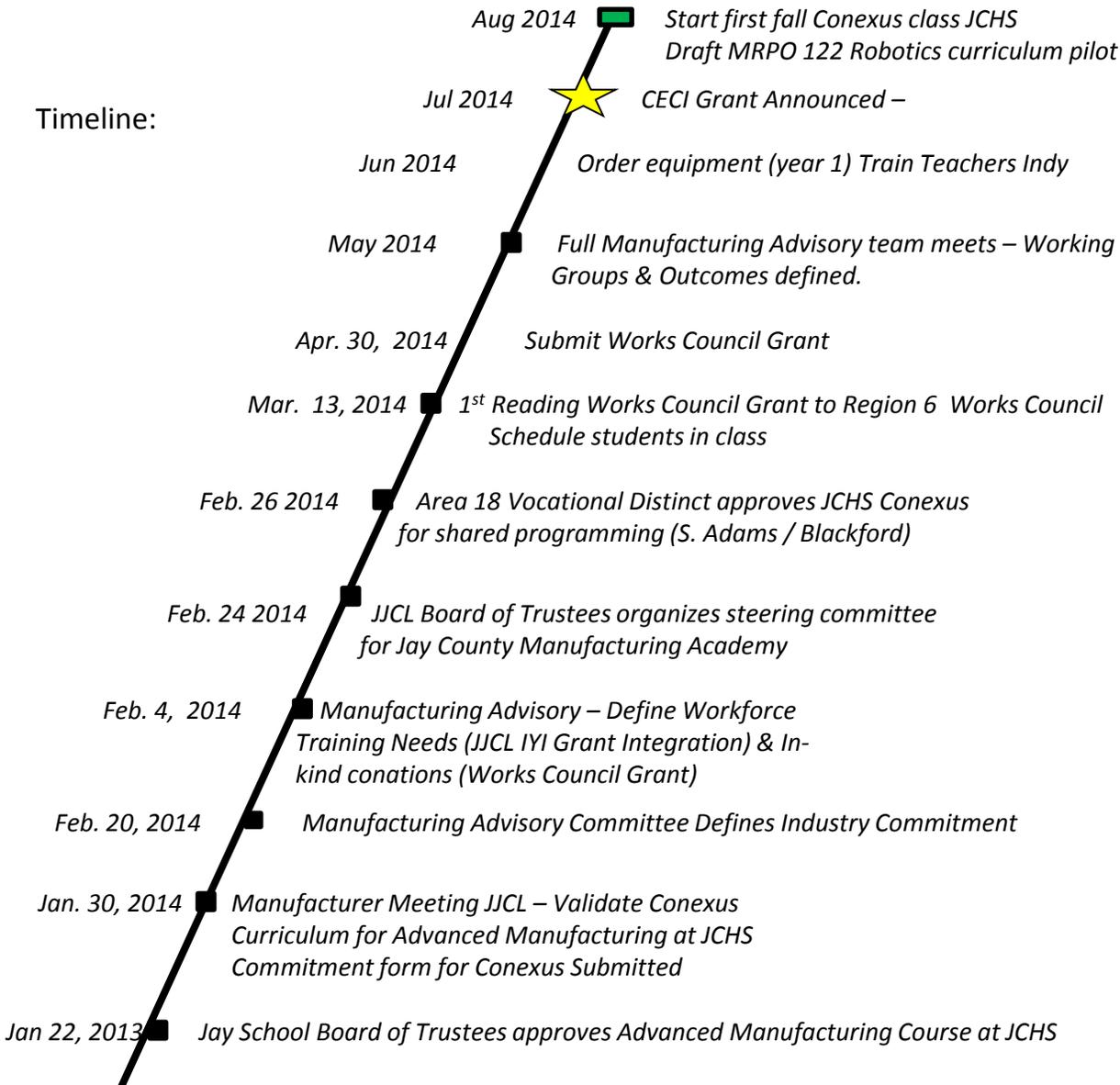
Purpose: Ensure that concepts taught and learned have real-world relevance to manufacturers.



Industry Engagement Timeline 13-14



Timeline:



Jay County Manufacturing Academy

Teams:

- Jay County Manufacturing Advisory
- Soft Skills Team
- Robotics Team
- Adult Workforce Team
- Work-based Education Team

Executive Committee:

Jeremy Gulley	Director of Teacher Effectiveness Jay School Corporation
Dean Jetter	Ft. Recovery Industries Chief Operating Officer
Mark Goldman	Owner, Pennville Custom Cabinets
John Jay Center for Learning	Executive Director rinman@johnjaycenter.com
Bill Bradley	Jay County Economic Development
Bonnie Willy	Director of K-12 Initiatives Office of Academic Affairs
Vickie Reitz	Director of Guidance Jay County High School