




**INTERIM IN MICHIGAN**

---

## Connecting Michigan Employers to Educated Talent

Jerry Mollien, Masco

Lansing, Michigan  
May 20, 2009

---

---

---

---

---

---

---




---

**INTERIM IN MICHIGAN**

---

## Collaboration

- Statewide Initiative
  - Connecting Talent and Employers
  - Creating Pathways for Educated Youth
  - Providing 25,000 internships in 5 years
- Partnership
  - Detroit Regional Chamber & West Michigan Strategic Alliance
  - Higher Education Institutions
  - Employers

---

---

---

---

---

---

---




---

**INTERIM IN MICHIGAN**

---

## The Challenge

- Retain and attract educated talent in Michigan
- A 2007 survey of Michigan's public university graduates that 46% of them had left the State within 8 months
- Job opportunities were given as a leading reason for their location decisions

---

---

---

---

---

---

---

---

**INTERNSHIP IN MICHIGAN**

### Three Step Process... Employers

- Advocating the value of internships as a long-term talent development strategy
- Sharing resources to create quality internship programs to mutual benefit of employers and students
- Providing a one-stop, free, and easy access point to tap into talent across the state:  
[www.interninmichigan.com](http://www.interninmichigan.com)



---

---

---

---

---

---

---

---

---

---


---

---

**INTERNSHIP IN MICHIGAN**

### Employer Profile: Masco

- About Masco
  - Global headquarters since 1929: Taylor, Michigan
  - Home Improvement Products Manufacturer
  - \$13 billion to \$7 billion – strategic response
    - Advanced manufacturing – innovative technologies
    - Outsourcing by In-sourcing – the intern advantage
- Mutual high rate of return on investment
  - Enables test drive to improve “fit” and reduces turnover
    - 120 interns (individuals) since 1990s start of program
    - A third dept is former interns
    - Diversity of placements throughout Masco
  - Payback for students is like a scholarship – UM-Dearborn



---

---

---

---

---

---

---

---

---

---

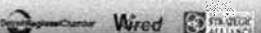
---

---

**INTERNSHIP IN MICHIGAN**

### Three Step Process... Students

- Sharing resources to provide leadership and educational opportunities for students within internship experiences
- Providing a one-stop, free, and easy access point to tap assist students and career placement offices with internship opportunities:  
[www.interninmichigan.com](http://www.interninmichigan.com)
- Advocating the high quality of life available in the great State of Michigan



---

---

---

---

---

---

---

---

---

---

---

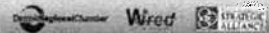
---

**INTERN MICHIGAN**

### The Value of Internships

*"Kids and their families are making enormous investment in higher education and they clearly want there to be a payoff," U.S. Rep. Timothy Bishop, D-NY.*

- Nearly 80% of employers report higher retention among hires who had intern or co-op experience (National Association of Colleges and Employers - NACE)
- Employers, on average, seek students with co-op/internship experience for full-time entry-level, career track positions



---

---

---

---

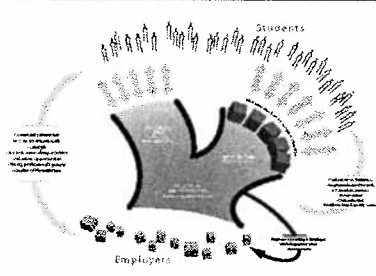
---

---

---

---

**INTERN MICHIGAN**

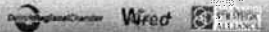


**Students**

- Gain hands-on experience
- Develop professional skills
- Build a resume
- Network with professionals
- Gain insight into a career path

**Employers**

- Gain insight into a career path
- Develop professional skills
- Build a resume
- Network with professionals
- Gain hands-on experience



---

---

---

---

---

---


---

---

**INTERN MICHIGAN**

### Funding

- \$475K in WIRED funding
- \$1.9 million in NEI funding
- \$1.2 million request pending with the Kellogg Foundation



---

---

---

---

---

---

---


---

**WESTERN MICHIGAN**

---

### Status

- Soft launch April 2<sup>nd</sup> with outreach to select employers
- Press conferences in Grand Rapids and Detroit April 23<sup>rd</sup>
  - \_ Coverage: WXYZ Segment
  - \_ Current Statistics
    - 2,978 Students registered
    - 346 Employers
    - 114 Internships currently posted



---

---

---

---

---

---

---

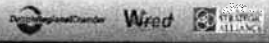
---

**WESTERN MICHIGAN**

---

### Next Steps

- Identify leads to promote the program to employers in other regions of the State
- Grow toward 2014 goal of ensuring 25,000 college students/year have an internship



---

---

---

---

---

---

---

---