Internships: Bottom Line

Loren Lyon, Center Director

Across the country, CEO’s consistently tell us through survey that their biggest challenge is in finding workers with the right skillsets.

When we chat with CEO’s and business managers, there is a bit more to the story. It turns out that the challenge is not just skillset, but attitude and aptitude as a part of the entire package. It is hard to identify all of the desired characteristics of a prospective employee in an interview. While references can be helpful, they are all positive.

Internship is a tremendous tool to use in vetting potential new hires for employers and is of dramatic benefit to the Intern.

Learning what is expected in the workplace and demonstrating good performance during an internship is a huge contribution to a young person’s resume and ability to be an early contributor when they are hired.

Internship helps prospective employers and employees.

Most of our state Universities offer Internship programs and the Aerospace Joint Apprenticeship Committee (AJAC) operates a highly successful program for the Aerospace Community.

Check it out!
5 BENEFITS

YOUR COMPANY CAN TAKE ADVANTAGE OF BY STARTING

AN INTERNSHIP PROGRAM

1 INCREASE PRODUCTIVITY

Complete projects that your current team doesn’t have the bandwidth to accomplish but is crucial to your business

Help manage workflow and bridge the gap with summer and holiday vacations
2 ENERGY AND NEW IDEAS TO THE BUSINESS

Fresh perspectives provide the opportunity to improve and streamline existing outdated processes to make the business operate more efficiently.

Interns can bring innovative solutions to broaden your existing knowledge base to provide a competitive edge.

3 IDENTIFY POTENTIAL FUTURE HIRES

Early opportunity to gauge talent and test skills/fit prior to making full-time hires (decreases costly and poor hiring decisions).

Build a pipeline of talent for future hiring needs.
It's not too late!

How to hire a rockstar intern for your business this summer!
If you're looking for a long-term career and enjoy working with tools and high-tech machinery, then a profession in aerospace and advanced manufacturing in Washington State may be what you're looking for, and apprenticeship is the way to get there. Seattle's AJAC has an apprentice program might be for you. Check it out!

Manufacturing Day℠ is a celebration of modern manufacturing meant to inspire the next generation of manufacturers. Manufacturing Day occurs on the first Friday in October — this year Manufacturing Day is Oct 6, 2017.

While Manufacturing Day is officially Oct. 6, companies and community organizations should plan their events on the date in October that works best for them. No matter the date, Impact Washington has our very own intern and he writing about his summer at Impact Washington. Read about his adventures here.

Damon Devani is a student from Champlain College in Vermont working with Impact College in Vermont working with Impact Washington over this summer. His title is Data Analytics Intern. He enjoys hiking, cooking, and film. Oh, and eating.

FMA’s foundation, Nuts, Bolts & Thingamajigs, awards grants annually to trade schools and community or technical colleges capable of hosting a
events should be registered on the site and can be marked as public or invitation-only events.

Registered event hosts have access to free event planning and execution resources and toolkits to make planning a Manufacturing Day event easy! Head here to find the tools to plan your own event or to discover the details of an event being planned near you!

In early June, Impact Washington’s Food Safety and Food Processing Specialist Craig Doan hosted a two day class on FSPCA Animal Food Training in Bothell, WA.

This class fulfilled FDA requirements for FSMA Preventive Control Qualified Individual Training (PCQI) for Animal Food.

Questions on future classes like this one? Email us at Cdoan@impactwashington.org or fsma@feedpctrainig.com

Impact Washington Offering Small, Rural Companies Free Business Assessment

Washington’s rural communities have less access to the technical assistance needed to sustain and grow their businesses. Rural agricultural businesses face uniquely difficult hurdles in locating and keeping qualified employees, adapting to newly-implemented technological changes, meeting food safety requirements, and transferring skills and knowledge from a rapidly aging workforce. As part of their mission to assist small businesses in rural communities, Impact Washington is partnering with a USDA Agricultural Grant to offer a $2500 Business Assessment developed by Core Value™ at no charge to
Completing this Business Assessment will allow an executive to have a better idea of the value of their business, as well as the strengths and opportunities for development. Armed with this knowledge, small projects can be prepared, at little to no cost to the company that will provide an immediate positive change. Examples of such projects include an Introduction to 5S, Defining an Org Chart, Fundamental LEAN education, and Basic ISO 9001 Knowledge.

An Impact Washington Account Executive will be on hand for all phases of the project, but there is also a large network of resources that are available for these businesses. The state Workforce Board and Highline College’s Center of Excellence for Global Trade and Supply Chain Management are also partnering in this project. COMPLETE A BUSINESS SURVEY HERE or please contact Miguel Moreno if you have any questions.

**Impact Washington says a fond farewell to Account Executive Mike Schneider**

Years with the company: 12 ½ years

Prior experience to Impact Washington/Industry Experience:

27 years with American Steel, last position: Senior Vice President and General Manager – Steel Distribution Company

8 years with Altek, President, high tech manufacturing company

Favorite client memory (or memory of your time with the company):

Working with companies that wish to engage in a transformational change to compete on a global stage and are willing to commit their leadership team to continuous improvement.
We love questions! Please submit yours HERE.

Submissions are welcomed! Please submit entries or report errors to our newsletter editor.

Impact Washington hosts events on many topics, including LEAN, ISO, FSMA, and many more. Please check our Events page for our latest offerings and to register. We’d look forwarding to seeing you!

Advice for companies wanting to be competitive in today’s manufacturing world: Recognize there are no short cuts to becoming world class. Success requires well thought out strategic plan, disciple in policy deployment and inspirational leadership from the top.

Plans for after retirement: We have a long bucket list including summer months in the outdoors hiking and fly fishing and in the fall an extended trip to Europe with eventual relocation to Western Washington to be closer to our children and grandchildren.

Learn About Our Made in Washington Program

Manufacturing is a vital arm of Washington’s economy, and it’s our mission to support and energize our local industry. The Made in Washington program is a free service to the community that certifies, promotes, and connects Washington State manufacturers. Check out our directory of Made in Washington businesses, or get certified and listed today! The program is at no cost to join and includes such benefits as listing in our online guide and use of the Made in Washington improvement.
Schedule a Free Business Consultation Today!

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