

ROTATIONAL INTERNSHIP PROGRAM



Original Creators:

B. Braun Medical Inc.,
Lehigh Valley Workforce Investment
Board, Inc., and
Lehigh Career & Technical Institute

Manufacturing Participants:

B. Braun Medical Inc.,
Nestle Waters North America,
Dynalene Inc.,
ATAS International



Type of Activity:

Work-based Learning



Target Audience:

16-24 year olds in manufacturing
education programs (the pilot
targeted 17-18 year old high school
students, essentially juniors and
seniors who are educationally
prepared; the program will be
extended to adult students)



Dream It. Do It. Location:

Pennsylvania



Synopsis:

The Rotational Internship Program is an industry-driven collaborative model between employers, educators, trade organizations and local workforce investment boards that offers manufacturing students four six-week internships at multiple employers so they may experience a variety of manufacturing environments over a short period of time. High school and college students ages 16 to 24 who are enrolled in manufacturing education programs and possess basic science, technology, engineering and math (STEM) skills are encouraged to apply. The goal of the program is to change the perception of manufacturing by exposing young people to the wide variety of jobs that are available in manufacturing today, and to ultimately attract more young, qualified people to the field.



B. BRAUN MEDICAL INC. ROTATIONAL INTERNSHIP STORY



After a visit to Germany to learn about its educational system, Pennsylvania Governor Tom Corbett returned home inspired to introduce young people to specific areas of study at a much younger age than what's customary in the U.S. Ironically, this German skills model of education was launched by the Honorable Peter Ammon, a former German Ambassador to the U.S. Governor Corbett enlisted the help of B. Braun Medical, Inc.—a German-based medical device manufacturer that operates a plant in Allentown, PA—to come up with ideas to accomplish this without making major changes to Pennsylvania's educational system. Rex Boland, Vice President and General Manager at B. Braun's Allentown operations, with the support of Bruce Heugel, Senior Vice President and Chief Financial Officer and Chris Donigan, Senior Vice President of Human Resources, developed the solution: a "rotational" internship program offered to students at the high school and college level that would expose them to many different manufacturing environments. The goal is to change the perception of manufacturing by letting young people experience multi-faceted manufacturing environments, and ultimately attract more people to the field.

With support from Lehigh Valley Workforce Investment Board and the Lehigh Career and Technical Institute (LCTI), the Rotational Internship Program was born, with B. Braun as one of several local manufacturers that now offer internships through the program. Students who qualify are offered four six-week internships, and get a broad view of manufacturing over a short period of time.

At the participating manufacturing companies, employees are paired up

with students to serve as mentors and ambassadors for the program. Students are provided with training at start-up to get a feel for the work before they hit the shop floor. The company says the program has been nothing but positive so far.

"I see mentors getting so excited about developing the next generation—having these kids fully engaged, asking questions, and getting assignments," said Lee Hippert, Manufacturing Maintenance Manager at B. Braun. "I sit down with the students and their mentors at the end of each internship and their interaction is so heartwarming. There's a connection you don't see in other venues. And you can tell our mentors really care about what the students think about our company, and what they think about manufacturing."

**"THESE STUDENTS
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Jan Klevis, Director of Postsecondary & Workforce Education at LCTI, says every student that has gone through the program has been exposed to the career opportunities in manufacturing, and some students have even committed to it. And, feedback from participating manufacturers suggests that program is gaining popularity.

"These students are changing the dialogue about manufacturing," said

Klevis. "And their parents are learning that these jobs are available, and there is a future for every child, and the chance to earn college credit while in high school."

"Our students at Lehigh Career & Technical Institute enjoyed the program immensely. The students learned first-hand from their mentors the importance of coming to work on time every day and putting forth 100% effort," said Sandra J. Himes, Executive Director at Lehigh Career & Technical Institute.

Understanding many young people want a career with advancement opportunities, B. Braun is offering tuition reimbursement to employees who want to further their education and training.

"Some of the best engineers have started on the production floor," said Boland.

B. Braun intends to not only continue the Rotational Internship program, but expand it in the future.

"This program provides the basis of how we will get more kids into the programs that will feed into our plants," said Boland. "Long-term, we want to have these programs throughout the Valley in different fields, like general manufacturing, engineering, etc."

"The Lehigh Valley Rotational Internship Network is an industry-driven, proven and field-tested workforce development model developing a pipeline of technically skilled workers," stated Nancy Dischinat, Executive Director of the Lehigh Valley Workforce Investment Board, Inc.