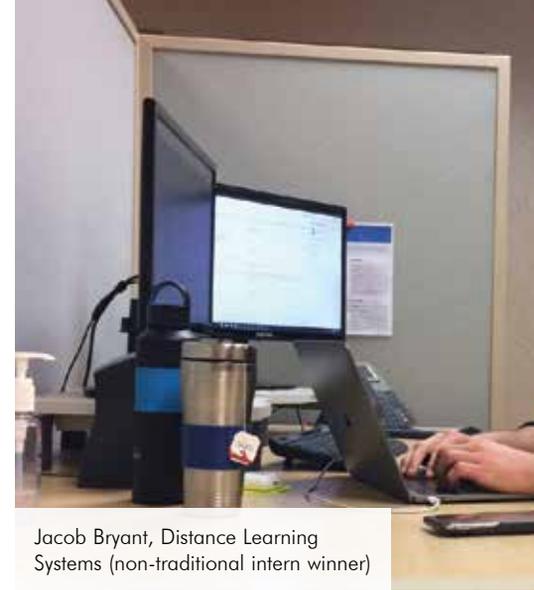




Avery Turner, IMMI



Jacob Bryant, Distance Learning Systems (non-traditional intern winner)

CELEBRATING INTERNSHIP EXCELLENCE

IMPACT Awards Honor Internship Success

By Caitlyn Beck

With a new program format shining the light on the career development professionals, supervisors, employers and interns honored at the 13th annual IMPACT Awards, Indiana INTERNnet celebrated statewide internship excellence in February.

In order to hear directly from those achieving success, the event featured moderated conversations with the top honorees. Focusing on best practices for both interns and employers, attendees learned more about the winners' strategies and actions.

"The IMPACT Awards luncheon is a fantastic opportunity to see the benefits of experiential learning," says Indiana INTERNnet Executive Director Mike Slocum. "It brings together the talented future workforce of Indiana as well as companies and professionals who are dedicated to furthering the workforce readiness of our state. It goes to show how much talent Indiana has to offer."

Seven winners were recognized in the categories of Career Development Professional of the Year, Employer of the Year (non-profit and for-profit), Intern of the Year (college, high school and non-traditional) and a new category, Intern Supervisor of the Year.

Gabriella Moline (Butler University)
College Intern of the Year

When Gabriella Moline started interning with the two-person public relations team at The Children's Museum of Indianapolis, it was during one of the busiest media blitzes in the history of the museum.

The Riley Children's Health Sports Legend Experience (SLE), a 7.5-acre outdoor addition, was set to open during her internship.

Though her internship was just 60 days, her hard work was evident. She wrote magazine and web articles on the SLE, all of them at publish-ready quality. Moline would arrive early to coordinate media events and stay late to edit copy. She worked on the weekends as well.

Instead of resting on her laurels, she started a second museum internship as a summer SLE intern, working outside and teaching families how to shoot free throws or sink putts. At the same time, she continued to utilize her communications skills by writing, directing and producing a recruitment video for SLE employees. Moline took initiative and worked with other departments, coordinating with a videography intern to finish the SLE recruiting video.

Moline's efforts were noticed by the museum and her fellow interns. She was named the inaugural Museum Campus Ambassador, representing the museum's intern program. She was also presented with the Intern of the Month Award by the museum, nominated by her fellow interns.

"Gabby produced some of the most impressive work ever done by an intern," notes Leslie Olsen, manager of public relations at The Children's Museum.

Omar Matthews (Blue River Career Programs)
High School Intern of the Year

Omar Matthews was told welding was a very small part of Custom Machining's business when he began his internship. But the additional manpower he provided to the department allowed it to expand considerably. This was partly due to his dependability and work ethic. When there was little welding work to do, he took on the challenge of learning how to operate other machinery, despite it not being in his job description.

He demonstrated leadership in both the classroom and the workplace. While the foreman noted how the processes of completing projects are



Jose Chiquito Galvan, Bowman Creek Educational Ecosystem (Darrin Eichorn photo)

Internships, and those that help make them successful, are more important than ever. Nearly 120 IMPACT Award nominees in seven categories were recognized at the annual celebration in late February.



Gabriella Moline, The Children's Museum of Indianapolis (college intern winner)



Omar Matthews, Custom Machining (high school intern winner)

usually daunting to new hires, that didn't deter Matthews. Instead, new employees started asking him if their work looked right, as they noticed he was successfully completing parts. When he didn't finish a welding task within the time normally allotted for standard professionals, he dedicated himself to revising his technique and work manner. He completed the next tasks with significant time to spare.

Matthews earned respect by honing his communications and problem-solving skills, which led him to using them at work, at school and in his personal life. He developed a good relationship with everyone around him, regardless of any age gap, as a high school student working with seasoned professionals.

"He has demonstrated such growth and fortitude that I know I am a better person by knowing him, and that he will be successful in all of his future endeavors," says Ray Schebler, Matthews' instructor at Blue River Career Programs.

Jacob Bryant (IUPUI)
Non-Traditional Intern of the Year

Distance Learning Systems hired Jacob Bryant to focus on assisting with front-end web development. Within his first project, Bryant demonstrated a skill set that exceeded expectations. This, combined with his diligence and eagerness to learn, quickly made him a valuable contributor to the web development team.

Instead of assisting with just the front end of web development, Bryant was capable of single-handedly creating both the front end and back end of web sites. This increased his department's productivity and allowed it to rapidly scale up its projects.

"The entire web development team and manager can rely on Jacob," offers Justin Hart, director of marketing at Distance Learning Systems. "He continues to prove that he can be depended on for both high quality and productive work."

Bryant effectively communicated with his peers to both give and receive constructive criticism. His actions made him well liked and widely respected by other team members.

He took on a leadership role in multiple web site projects and became the point person on Distance Learning Systems' complex e-commerce web site. He also improved the experience for the company's customers, developing ways to more effectively handle web site inquiries, helping build relationships with web site visitors.

Bryant consistently aligned his actions with the company's values. By showing integrity, innovation and passion in his work, he exemplified what any manager hopes for in any team member.

Diane Walton (netlogx)
Intern Supervisor of the Year

Diane Walton wears many hats at netlogx. Not only is she the compliance and bid manager and the fast track supervisor, she takes on additional work in the role of intern supervisor. Regardless of her long list of responsibilities, she excels in each one.

"Diane always makes time for the interns regardless of how heavy her workload is," remarks Vicki Chabot, HR director at netlogx. "She goes out of her way to ensure each intern has a positive and successful internship."

Walton was consistently lauded for her caring attitude in each of the four nominations she received for this award. When an intern's



Emma Walters, Crane (non-profit employer winner)



Drew Ellery, Ontario Systems (for-profit employer winner)

grandfather passed away, Walton supported her by attending the showing that was over an hour away. She would meet individually with interns, coaching them on their professional development.

One of the keys to Walton's success with the program is the structure she instills, ensuring each intern is set up for success. Maintaining strong evaluation and review components, she keeps the interns on track and makes sure they have all the support they might need. Walton also actively participates in the netlogx intern book study, another method she uses to provide interns with tools for professional success.

By making interns feel valued, Walton creates a drive in them to work harder. "Her leadership and mentality are what motivate all the interns to do well," shares netlogx intern Axel Santana Velazquez.

Pat Rhodes (IUPUI)
Career Development Professional of the Year

Pat Rhodes' impressive impact on IUPUI is evident by her record-breaking six nominations for the Career Development Professional of the Year award, coming from both students and colleagues. Rhodes started as the career services specialist for the IU School of Informatics and Computing at IUPUI (SoIC) in 2016 and has served as its sole career development professional (CDP) since January 2018.

Rhodes independently orchestrates a January career fair for SoIC that typically has over 50 employers in attendance. The first few events did so well that a fall career fair was added. She also networks with Indiana employers, developing relationships to help find students new employment opportunities at the local, regional and global level.

Rhodes also meets with students to advise them on resumé writing, job interviews and career planning, even though she is the only CDP for a school of about 1,400 students. She even tracks past students by maintaining a database of alumni employment information, as alumni have the potential to help provide internship opportunities for current students.

Rhodes also engages in regular community outreach by sharing her career knowledge with local high schools. Additionally, she is the advisor for the African Student Association at IUPUI.

"Pat's strong communication and collaboration skills coupled with eight years of experience in career services have greatly benefited our school and students," says Molly Morin, Ph.D., a program manager for SoIC.

Ontario Systems
Employer of the Year (for-profit)

The 12-week program at Ontario Systems is designed to give its interns a robust internship. Interns receive hands-on experience doing "real work," but also have eight hours of paid volunteer time to give back to the community and over six hours of professional development and training.

Each intern has a dedicated manager and a dedicated onboarding partner. The partner is there for ongoing support, whether it's to help interns build their professional network or to show them the best lunch spots. All hiring managers are required to make a detailed plan for the entirety of the internship, building in success measures and metrics so the intern can easily see what a successful internship looks like.

Ontario Systems was an inaugural partner in creating, launching and supporting "Summer in the City," a Muncie intern collaborative. This opportunity allows the company's interns to meet other interns from around the city, along with many business leaders. The experience, combined with the two dedicated mentors at Ontario Systems, leaves each intern with a significant network of valuable connections.

Ontario Systems brings on about 20 interns at a time, outnumbering the internship programs of some significantly larger companies.

"Our hire rate of interns (to full-time status) is about 50%," states Shannon Stroud, director of enterprise organizational development and learning. "But we are not a large company. We are a company of less than 500 associates with just half of those in our Muncie office, which is where our internship program takes place."

Naval Surface Warfare Center, Crane Division
Employer of the Year (non-profit)

Naval Surface Warfare Center, Crane Division (NSWC Crane) is a U.S. Department of Defense science, research and technology laboratory located in southern Indiana. It has two federal student intern programs: Pathways and STEM Student Employment Program (SSEP). NSWC Crane uses SSEP to recruit for hard-to-fill STEM positions; Pathways is used to hire students in career fields such as business, finance and logistics.

In any given year, NSWC Crane hires between 75 to 100 students through its Corporate Hiring and Recruiting Team, also known as CHART. CHART is a team of managers across the base that makes all student selections and placements. Interns are placed depending on their skill sets and interests that are found on their resumé and during the interview process. This ensures each intern receives an experience tailored to their strengths.

The New Employee Development Organization provides interns with tours, picnics, humanitarian projects and other social activities. In 2018, NSWC Crane introduced Crane Foundations, a one-day class providing information about the organization's mission and culture. This gives students an opportunity to network and dialogue with Crane managers and leaders.

NSWC Crane partners with high schools and colleges to get students involved early on in relevant technology areas. Once a student becomes an intern, they are assigned a mentor. This mentor and the branch manager partner to develop a comprehensive training plan that provides optimal exposure to many project areas and subject matter experts.