COLUMBUS STATE
COMMUNITY COLLEGE

IT Work Study Flexible Apprenticeship Model (ITFA)

NSF ATE Grant Project

Principal Investigator: Lawrence McWherter

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This material is based upon work supported by the National Science Foundation under Grant No. 1902211. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

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2023 MMWS & ITFA Program Orientation

August 15th

WD 4th Floor

Welcome to Orientation!

Agenda

9-9:45am: Welcome, Opening Remarks, and Program Overview

9:45-10:15am: General Career READY Overview

10:30-11:30am: Program Academics/Faculty Introductions

11:45-12:35pm: Lunch and Alumni Panel

12:50-1:20pm: Employer Panel

1:20-2:30pm: Career READY presentation, survey, swag giveaway

Social Media Interest

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Dave Cofer, Opening Remarks

Sr. Director of Community Partnerships

Office of the Executive Vice President

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Congratulations!

You have made two exceptional decisions

1.) The decision to continue your education at Columbus State Community College

2.) The decision to take part in the MMWS or ITFA programs

What is Guaranteed?

Opportunity!

Be Sure To Make the Most of It!

Helpful Tips

A few recommendations for maximizing your success

1.) Be more than a Consumer

2.) Be Curious; This is Your Craft

3.) Show Up & Engage!

4.) Do More Than the Minimum Requirement(s)

5.) Ask for Help

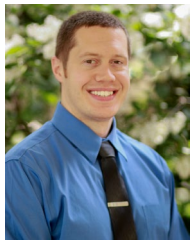
6.) Have Fun!

Thank You!

Best of luck to each of you!

Welcome to Orientation!

Meet the Program Staff



Geoff Bauer, ITFA Program Manager

Alie Hernandez, Program Coordinator

Joseph Farkas, MMWS Program Manager

Carole James, Program Coordinator

Welcome to Orientation!

Meet the Program Staff Continued

Amy Hawkins, Program Manager

Taylor Lowry, Senior Career Counselor

Mark Straughter, Career Counselor

ITFA Program Manager

Geoff Bauer, M.Ed.

Office of Partnerships & Programs

Pronouns: He/ Him/ His

(614) 287- 5196

gbauer1@cscc.edu

MMWS Program Manager

Joseph Farkas, M.A.

Office of Partnerships & Programs

Pronouns: He/ Him/ His

(614) 287-5244

jfarkas@cscc.edu

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MMWS

Modern Manufacturing Work-Study

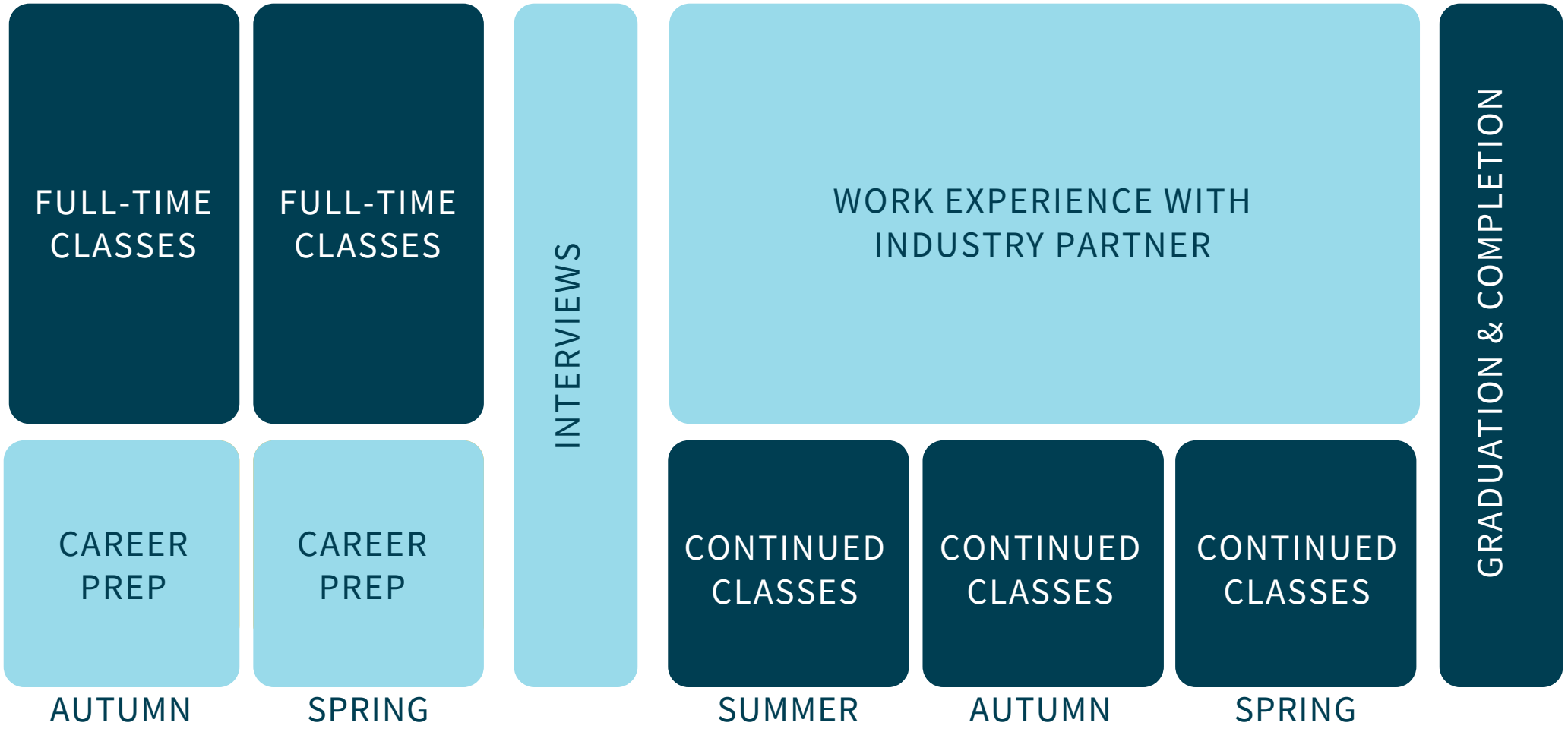
ITFA

Information Technology Flexible Apprenticeship

What are the MMWS & ITFA experiential learning programs?

These experiential learning programs are partnerships between Central Ohio employer(s) and Columbus State. These programs provide an opportunity to compete for a paid work experience while completing your degree or certificate.

The Earn-and-Learn Model



ITFA Industry Partners

MMWS Industry Partners

Career READY Training

- Based on National Association of Colleges and Employers (NACE)
- Resume Workshop & Coaching
- Interview Skills Workshop & Coaching
- Elevator Pitch Video
- LinkedIn Profile
- Diversity, Equity, and Inclusion
- Employer engagement opportunities

Networking Night

- Speed dating, but with employers

Interview & Offer Process

- Competitive
- Centralized timeline

On the Job

- $18-26/hour range in 2023
- 20-40 hours per week depending on employer
- Professional support
- Continued learning

Upon Completion

- 85% conversion rate (from graduation to starting career)
- Potential for full-time conversion making $55,000-75,000 per year

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Gener slot

Please Transition to the Breakout Rooms

- ITFA students: Room 412
- MMWS students: Room 414

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Your Success Starts Today

- Write down 3 open-ended questions, 1 per piece of paper.
  - Who is your favorite Disney character? If you could go to outer space, would you? Dream car? Etc.
- Find a partner and each of you ask one question.
- Exchange the question with your partner and find a new partner.
- Rinse and repeat.

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PARTNERSHIPS AND PROGRAMS

Your Success Starts Today

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PARTNERSHIPS AND PROGRAMS

Your Success Starts Today

- Lean on each other
  - Don't leave without at least 1 new phone number
- Get involved in IT outside of the classroom
  - Clubs/orgs
  - Know your instructors
  - Side projects
- What is your plan?

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Please start transitioning for lunch. Food will be served in the gallery (right outside this room), and students will eat in their breakout rooms for the alumni panel.

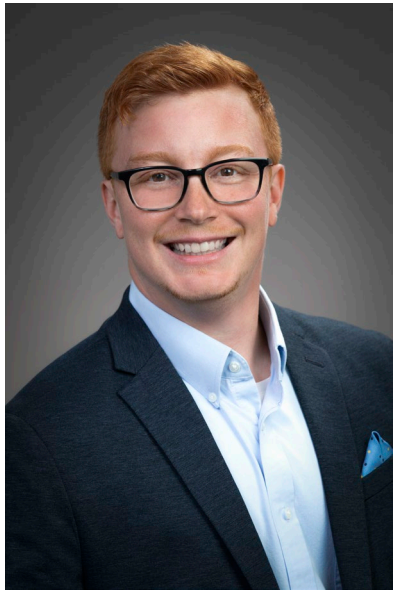
Welcome ITFA Alumni!

Peri McDougle

2022 Cohort

Cybersecurity, A.A.S.

Ohio Department of Administrative Services



Rowan Patton

2021 Cohort

Software Dev., A.A.S.

Ohio Department of Job and Family Services

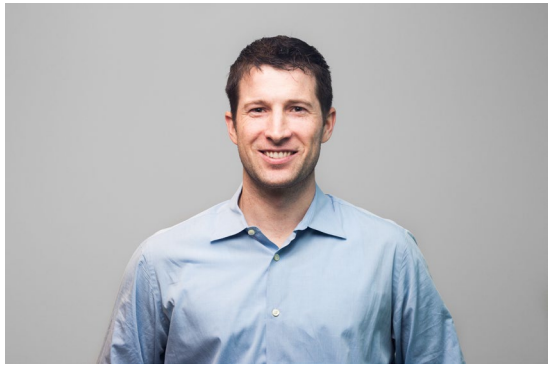
Ishak Dhungyel

2022 Cohort

Software Dev., A.A.S.

Grange Insurance

Welcome ITFA Employer Partners!



Brad Griffith

President

Buckeye Innovation

David Deitsch

Department Lead, IT Supply Chain Applications

Honda

Bob Schinker

Director, IT Risk Assessment

Nationwide

Eric Mason

Senior Security Analyst

GBQ Partners

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ITFA Career READY

Career Services Department

8/15/23

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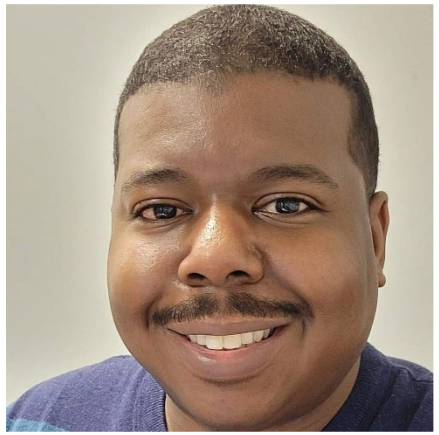
CAREER SERVICES

Meet Your Career Counselors

Taylor Lowry, MA, CPRW
Senior Career Counselor
Email: tlowry2@cscc.edu
Pronouns: She/Her/Hers



Mark Straughter, MS, CESP
Career Counselor
Email: mstraughter6@cscc.edu
Pronouns: He/Him/His

Career READY Overview

Today, you will learn:

- The Career READY Process
- Gamified Mentorship
- Important Deadlines/Timelines
- Handshake Website Overview

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Career READY Process

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Career READY Process

All students ***must*** complete the ***required items*** to attain Career READY status and interview with employers.

Gameful ITFA Mentorship

What is Gamification?

Defined:

- *The use of game-design elements in non-game concepts.*

How it applies to you:

- *This year's ITFA cohort will have different gamification experiences during the Career READY process to help you showcase your*

Gamification Goals & Benefits

You Will:

- Apply and discuss your strengths within gamification activities with mentors
- Receive tips and tricks for being successful for the Career Ready portion of ITFA
- Network with ITFA professionals & have fun!

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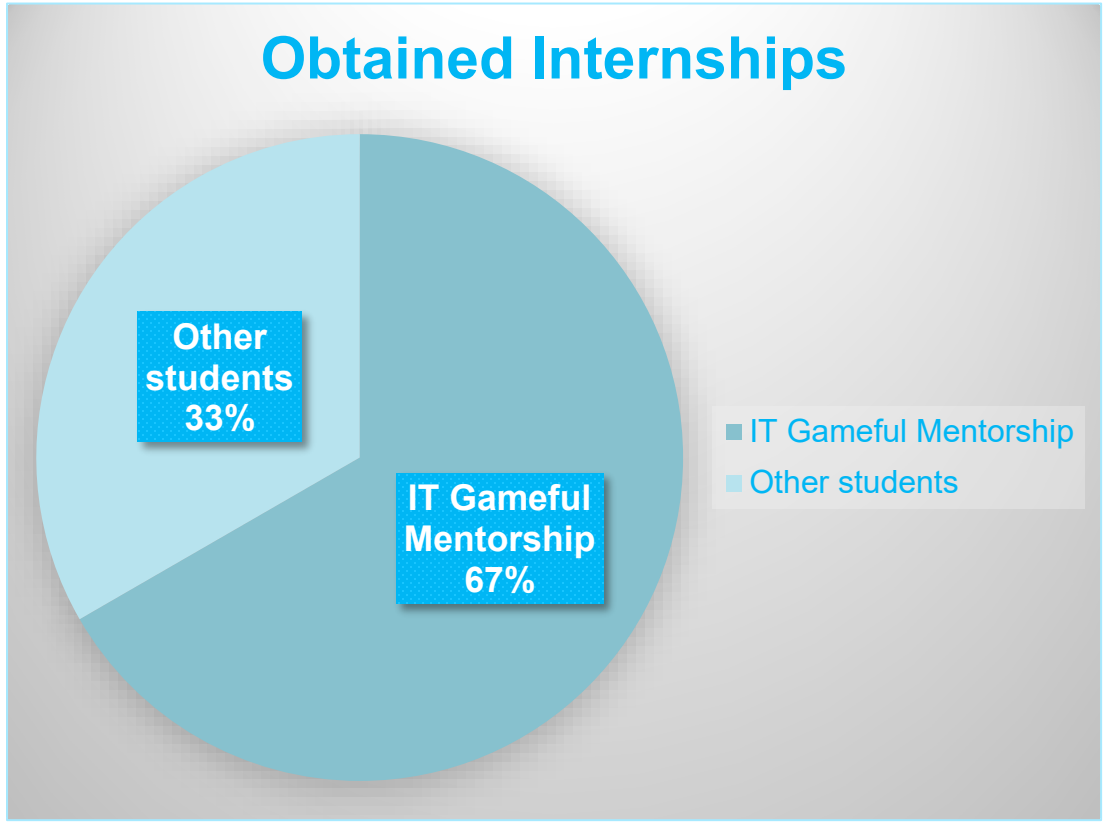
Student Feedback & Results



- 43 Unique students participated, 33 received Career READY Status.
- **5 students received FT salaried positions, 4 of which participated in the events. All four of the offers came from the mentorship employers! Earnings were higher for participants.**
- 21 IT Gameful Mentorship participants **(67%)** received internships with employers with **1** student obtaining a position ***prior to ITFA interviews!***

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Student Feedback

"I learned more about the fellow people in the program as well as some of the possible employee-partners."

"I learned how to better communicate and work on a team."

"Real-world insight into what specific skills and qualities employers are searching for when considering perspective employees."

"Interacting with our employer partners in a fun setting, learning about the Career Competencies, working as a team to solve the puzzles, and practicing communication skills. *It was just fun!"*

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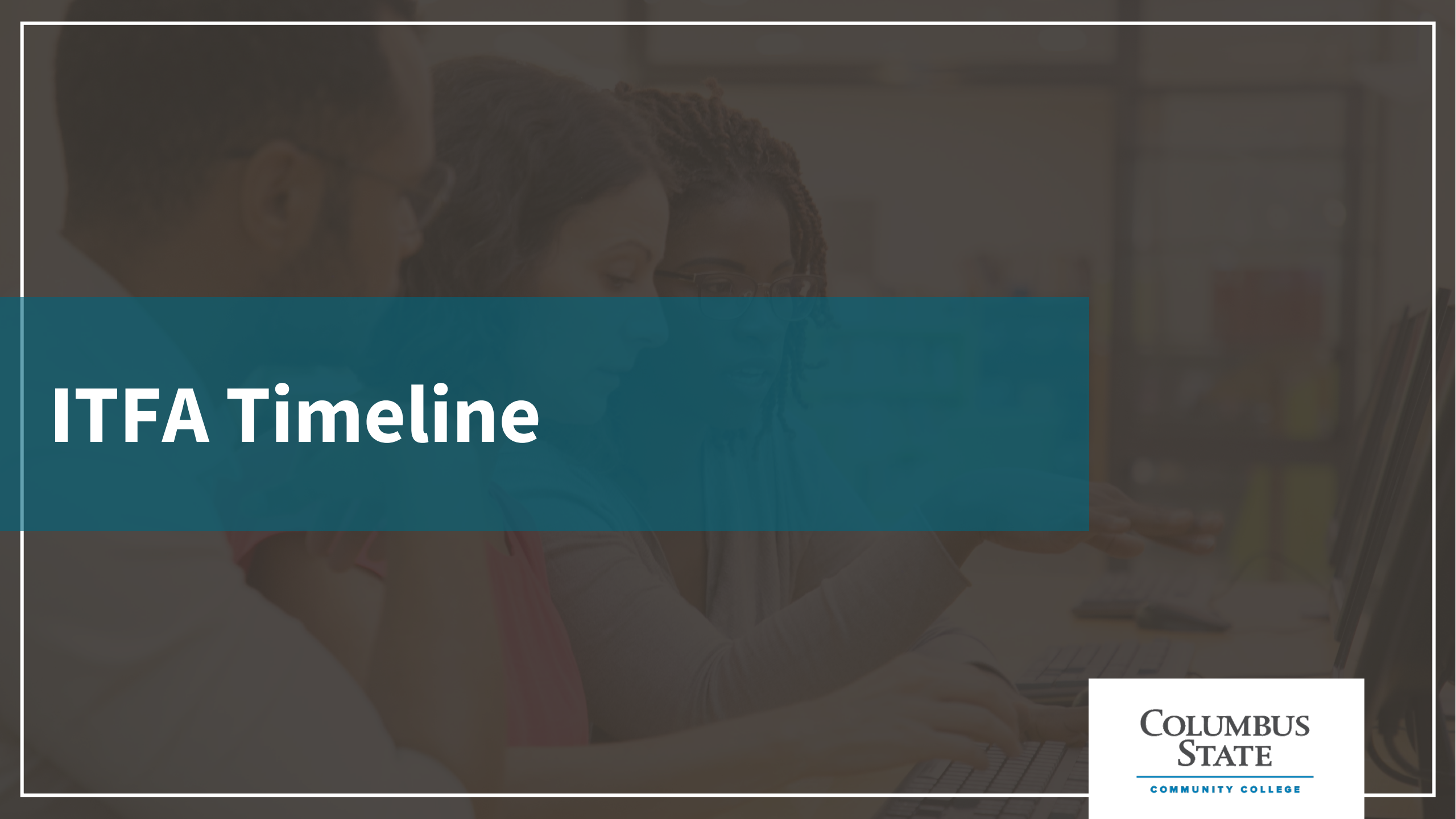
ITFA Timeline



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ITFA Calendar Fall 2023

SEPTEMBER

9/22
11am-1pm
Resume Basics
and
Using
Handshake

OCTOBER

10/6
11am-1pm
Escape Room

10/20
11am-1pm
Guess the
Professional

NOVEMBER

11/3
11am-1pm
Shark Tank

11/17
11am-1pm
Technical
Jeopardy

DECEMBER

12/1
Resume Guide
due to
Handshake

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ITFA Calendar Spring 2024

JANUARY

1/26
11am-1pm
Resume
Workshop

FEBRUARY

2/9
11am-1pm
Interviewing
Workshop

2/23
11am-1pm
LinkedIn
Workshop

MARCH

3/29
11am-1pm
Career READY
Deadline

APRIL

4/12
11am-1pm
Professionalism
Workshop

4/24
Networking Night

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Handshake

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Handshake Platform

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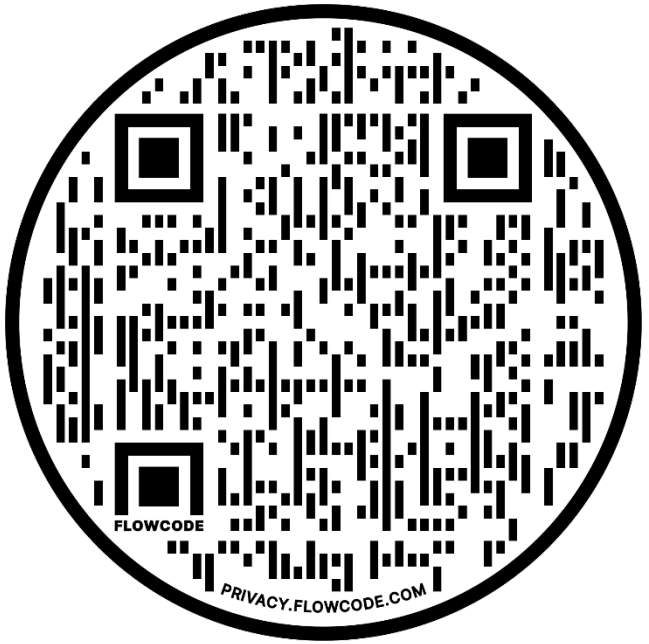
How Can I Use Handshake?

Students Can Use Handshake to:

- Create a professional profile for employer viewing
- Review and sign up for events on and off campus
- Schedule appointments with a career counselor
- Upload your reviewed resume
- Contact students in your major
- Facetime and follow employers while searching for jobs

Handshake Link



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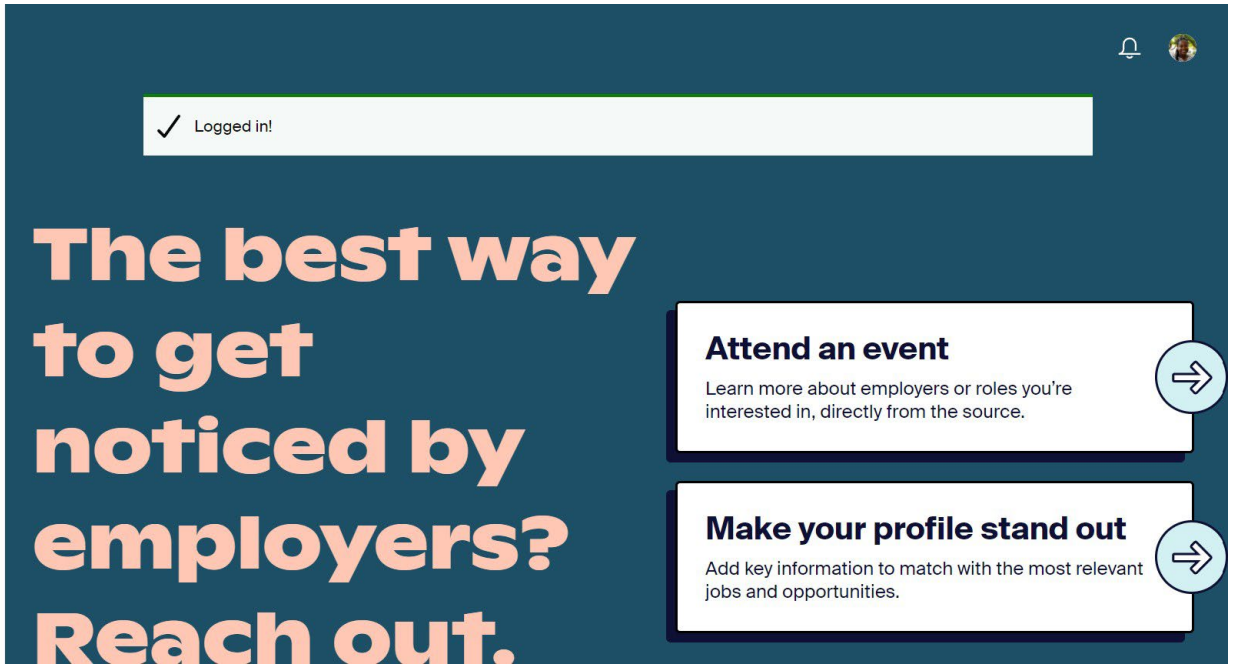
Handshake

How to sign up for a career counseling appointment

1) **Handshake**- you can schedule an appointment in Handshake by following the directions in the ITFA Blackboard and watching the video tutorials.

2) Click here for assistance scheduling with a Career Counselor: **https://youtu.be/4Dpnsu3Mg0E**



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Statistics & Success

- **Students who were hired** attended most of the Career READY Workshops and visited Career Services more often.

- **Students who were hired** met with Career Services multiple times to perfect their resume and interviewing skills.

Student Testimony

“At first, I was unsure about attending a bunch of workshops, but I ended up learning so much about how to do things professionally. I felt well prepared with the training I received (and especially the mock interviews, those were extremely valuable), and I would absolutely recommend this program to anyone.”

- ✓ **<u>On average, successful students</u>** met with career counselors at least 2-3 times for both their resume review & mock interviews!

Statistics & Success

Student Testimony:

"CSCC's Career Services assisted me with obtaining an IT Apprenticeship at Nationwide Insurance. Whether it was putting final touches on my resume, or practicing my interview skills, they were there every step of the way".

Recommendations

01

Take notes in class and record skills and accomplishments in and outside of the classroom to help with populating your resume.

02

Get involved with organizations, clubs, and virtual meet-ups as you are able that are related to your industry.

03

Attend Employer Spotlight sessions. Refer to Blackboard for upcoming opportunities.

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The Counselors

AMY HAWKINS

MICHAEL HOEPF

TAYLOR LINCICOME

TAYLOR LOWRY

MARK STRAUGHTER

STEVEN WADDELL

Contact Us

Location: Nestor Hall 108
M, T, TH: 8:00 AM – 5:00 PM
W: 8:00 AM – 7:00 PM
F: 10:00 AM – 4:30 PM

Live Chat from: 10:00 AM – 3:00 PM
https://www.cscc.edu/services/careers/

Drop-In Hours M-TH: 10:00 AM – 3:00 PM
Friday Drop-In Hours: 12:00 PM – 3:00 PM
Phone: 614-287-2782
Email: careerservices@cscc.edu

Questions?

Swag Items & Survey

- Please use this QR Code and complete the survey
- After completing it, get your program t-shirt and you are free to leave!

ITFA Survey

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Thank you!

cscc.edu

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Partnerships & Programs

ITFA Networking Night

2022 Cohort

Agenda

Schedule & Cadence

Expectations

Schedule

- In groups of 3-4, students will cycle through your Teams Meeting
  - You have 12 minutes to interact with each group of students
  - Students are grouped by major, as best as possible
- There will be a CSCC staff member in each room so serve as room host
  - Start/stop and transition announcements will be made via chat
  - Time remain alerts at 7 minutes, 3 minutes, and 1 minute
  - The room host will ensure the correct students are in each rotation
- Once you have seen your final group of students, you are good to sign off

Expectations/Advice

- This is *your* time with the students—there is no one way to conduct your session
  - The objective of the event is to help you decide which students you would like to interview
  - Students are prepared to provide more depth on their resume, as well as softer items such as personal motivation and interest in IT

Sample Questions

- What do you consider to be your greatest strength and why?
- What do you consider to be your greatest area of opportunity and why?
- What has been your greatest professional/academic achievement and why?
- What has been your greatest professional/academic disappointment and why?
- What were the greatest influencers in selecting your major?
- What are your career goals over the next 3-5 years?

Next Steps Timeline

- Student elevator pitches and faculty feedback forms will be distributed on Thursday, April 27th, by 12pm to your organization's POC(s)
- Identify which candidates you want to interview by May 5th
- Interviews take place May 15th-19th
- Offers begin May 22nd

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Partnerships & Programs

ITFA Multi-Round Offer Process

2022 Cohort

Timeline

- **Round 1:** May 22-May 26
  - May 22-23: extend offers to students by May 23rd at 5:00pm
  - May 24-25: students respond to all offers by May 25th at 5:00pm
  - May 26: notification of students available for Round 2 offers by 5:00pm
- **Round 2:** May 29-June 2
  - May 29-30: extend offers to students by May 30th at 5:00pm
  - May 31-June 1: students respond to all offers by June 1st at 5:00pm
  - June 2: notification of students available for Round 3 offers by 5:00pm
- **Round 3:** June 5-June 9
  - June 5-6: extend offers to students by June 6th at 5:00pm
  - June 7-8: students respond to all offers by June 8th at 5:00pm
  - June 9: centralized offer process concludes

Student Responsibilities

- Respond to every off with an accept/decline for each round by the deadline
- Once an offer is accepted, it is final
- Work directly with employer with any follow-up or clarifying questions as necessary
- Comply with all pre-employment requirements
- Report outcomes to Columbus State

Employer Responsibilities

- Extend offers by the deadline for each round
- Only extend one offer for each position available
- Clearly communicate the following to each student:
  - Wage/salary information
  - Approximate start date
  - Which position the offer is for (for those hiring multiple different positions)
  - Any pre-employment requirements & next steps
- Report outcomes to Columbus State

Data Tracking

- At the end of each round, Columbus State will request the following information:
  - Which students you made an offer to
  - Which students (if any) accepted an offer
  - Wage/salary offered to each student
  - Whether you still have opportunities and would like to participate in the next round of offers

Advice

- Don’t accept an offer until the offer window for the round closes
- Take advantage of the time you have to make a decision
  - Talk to your resources
  - Weigh the pros/cons
- Think long-term
  - An apprenticeship is your first step, not your last
  - Be open-minded