



BRINGING SAFETY TO PEOPLE®

Transitioning students from High School to productive manufacturing work that Brings Safety To People



HIGHLIGHTS

YEAR 1

40 hours of work per week (no formal IVY Tech classes). Work place varied opportunity will enable MIT to understand different functions within the company to aid in selecting a future area of study. Two weeks Paid Time Off Annually, Medical Benefits, 401k for those over age 20 with up to 3.5% match.

YEARS 2 AND 3

MIT can choose to study ANY 2-year program offered by Ivy Tech up to \$5,250 annually. MIT will take classes AND still work a minimum of 32 hours per week at an increased rate of pay over Year 1. This empowers continued knowledge and skill development, time management skills, and prioritization. MIT must maintain a B average to remain in the MIT program.

MIT MANUFACTURING INTERN TECH PROGRAM

WESTFIELD HIGH SCHOOL

JUNE 2017 - AUGUST 2020

MIT BENEFIT #1

Steady work with skill development connected to formal ongoing education with Ivy Tech.

MIT BENEFIT #2

Real world business experience from the ground level to determine interests based on observation and participation in meaningful work, work teams, Operational Excellence, and time management.

MIT BENEFIT #3

Learning a variety of applicable skills in a safe global manufacturing environment.

QUALIFICATIONS & SELECTION

- Teacher recommendation from Westfield's Michael Marley, Matt Putnam and the student's guidance counselor.
- Student's high school courses showing a concentration in manufacturing and/or technical courses.
- High School Graduate and Age 18, Drug Free.
- IMMI assessment and interviewing process.
- Pay starts at \$12 per hour to the MIT with opportunity for growth, based upon productivity, and educational assistance at Ivy Tech for tuition, fees, and books.

PROGRAM GRADUATION

- The MIT is released from IMMI to pursue their next step career ambitions ranging from continuing education on their own to gaining employment in the field of their interest. IMMI will allow time off work for the MIT to interview in the last 3 months of the program, Summer, 2020.
- IMMI may have a need for the skilled role that the MIT has developed and the MIT is determined to be the best candidate for the open position.
- Note that there is no guarantee of employment after the program. The MIT cannot remain as a direct labor employee after 3 years and 3 months. The program is designed for ongoing partnership with Westfield HS/Ivy Tech and therefore requires the MIT to cycle out to create room for new MITs.

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