



# THE IGNITE INTERNSHIP PILOT PROGRAM

Assisting businesses with a future workforce, and linking students to careers in security, life safety, telephony/voice, IT/networking, and AV lighting, the IGNITE Internship program matches interested students with integrators that want to introduce new talent into their teams.

The average NSCA member has at least *seven open positions* at any given time (nationally, this equals 17,000 open positions). Current industry training programs, such as ESPA, fill only 600 (3.5%) of these positions each year.

The IGNITE Internship program provides subsidized grants to qualifying integrator and manufacturer companies with a goal of transitioning interns to full-time employment. The goal is to train and retain educated workers in the targeted industries. Each IGNITE ambassador company can apply for reimbursement of \$2,000 to offset the wages associated with hiring an intern.

- A company is eligible for a maximum of three internships at one time
- Funds can only be used for reimbursement of wages during the designated internship period
- Funds spent prior to approval will be reimbursed
- Funds cannot be used to cash flow a business
- Agreed-upon funds will be reimbursed at the end of the internship if all requirements are met. (*See below*).

## ELIGIBILITY

- Must be in a targeted industry: lifesafety; telephony/voice; IT/networking; AV/lighting
- Employer must agree to assign an intern and mentee/sponsor
- During pilot program, employer must agree to meet with Kelly Perkins, program director, at least twice throughout the program
- Internship must last a minimum of eight weeks (averaging no less than 30 hours per week)
- Intern must submit progress reports back to the NSCA Education Foundation at assigned intervals
- Intern must have a set work process schedule that covers expectations and compensation factors and review with employer
- Reporting and curriculum is available through TalentLMS ([www.nasca.talentlms.com](http://www.nasca.talentlms.com))

**HOW TO APPLY:** <https://www.nasca.org/ignite-internship-application/>

## HERE'S HOW THE INTERNSHIP PROCESS WILL WORK:

**Phase 1: Onboarding.** During this time, interns gain an understanding of your business as a whole, spending at least one day in each department to understand its inner workings and how each department impacts the others. The intern then reports on what he/she has learned (which may be helpful for you to hear, too).

**Phase 2: Ride & Decide.** For a five-week period, interns will gain specific skills and knowledge to spark interest in our industry. They'll receive in-depth exposure to three specific departments and career paths of their choosing. Their tasks will be a mix of job-specific activities and soft skills training. After this is complete, the intern reports on what he/she has learned, and works with you to determine their areas of interest.

**Phase 3: Learn & Earn.** Through the use of NSCA's C-SIP program, interns gain relevant experience and credentials in sales, operations, marketing/social media, or project management. Once they complete this program, the intern once again reports on what he/she has learned, honing in even more on interests and skill sets.

**Phase 4: Real-World Application.** At this point, the intern has chosen a specific area or department that appeals to them most. For two weeks, they spend 80% to 90% of their time on projects in that area. They also craft an essay that documents what they've learned in regards to quality, performance, process improvement, and personal growth. In this final phase, the intern reports one last time on what he/she has learned – with an explanation of how they see themselves fitting in at your company.

FOR MORE INFORMATION PLEASE CONTACT KELLY PERKINS AT  
[kperkins@nsca.org](mailto:kperkins@nsca.org) or (612) 298-7688

