



Greetings everyone!

I'm sending this in hopes it may assist other Ohio career centers who are considering a partnership with Adecco regarding the SuccessBound WBL program. I attended the SuccessBound conference in Columbus, October 24th for some initial information and have since been working with Adecco representatives to more clearly define how this could align with career tech work-based learning programs.

Upper Valley Career Center has had a few challenges in the past placing students who qualified for the work-based learning programs who were minors. Due to corporate policies regarding the minimum age requirements of 18 or older, the employers could not hire them. Even when the Ohio Revised Code 4109.06 (a2) exception for career tech students was explained they still would not hire. When I heard of this new partnership I was excited because it could assist with placing work-based learning program minor aged students through Adecco with employers until they turn 18.

I had many questions for Adecco which resulted in a modified Training Plan suited for career tech. The original Training Plan suits minor students who are not career tech but would have excluded our students from work duties they are trained in and legally permitted to perform along with limiting the total hours they could work each week. Here's a copy of the [modified Training Plan](#) for your use, too, should you partner with your local Adecco.

Non-career tech high schools students who are minors participating in this program will use Adecco's original Training Plan giving them an opportunity to work in the many assembly and pick-pack type of positions, for example, that companies so desperately need to fill. Working in a manufacturing environment will hopefully change their perceptions about manufacturing and also encourage them to enroll in a career tech high school to pursue their new found interests in machining, engineering, welding, etc

Here is the [Service Agreement](#) which was not modified and is acceptable to sign and use "as is."

I'm grateful to Barrett Bridgewater, Adecco Program Manager of Work-Based Learning & Youth Employment Solutions for answering and working through my many questions! Adecco's representative for Western Ohio, Joe Turner was also of great assistance! Together we've processed through the initial issues. Barrett and Joe are available to answer questions you or your local Adecco representative may have. Their contact information is listed below.

Please don't hesitate to contact any of the three of us if you have questions.

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