

THE GOOD, BAD, & UGLY OF MANUFACTURING INTERNSHIPS

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AGENDA

- **RoyOMartin Facilities**
- **Careers with Internship Possibilities**
- **Challenges: The Ugly Stuff**
 - Age-Insurance Requirements
 - Safety
 - Sex Offenders
- **Possibilities: The Bad Stuff**
 - Transportation
 - Shift Schedules
 - Lack of Adult Supervision
 - Cost
- **Existing Internship Programs**
 - Girls Can Too!
 - WoodWorks
 - Manufacturing Internship Program with CLTCC
 - Summer Internships with Universities
- **Conclusion**

ROYOMARTIN MANUFACTURING FACILITIES

**Where the magic happens...
behind very big machines.**

ROYOMARTIN-OSB | OAKDALE, LA



**CORPORATE OFFICE |
ALEXANDRIA, LA**



CORRIGAN OSB, LLC | CORRIGAN, TX



ROYOMARTIN-PLYWOOD & TIMBER MILL | CHOPIN, LA

INTERNSHIP PATHS

PRODUCTION, MAINTENANCE, ENGINEERING, FORESTRY, ACCOUNTING, MARKETING, AND MORE...





**WHEN YOU DREAM
BIG BUT ALSO NEED
A LOT OF TRAINING.**

CHALLENGES

THE UGLY STUFF

Extreme Challenges

AGE-INSURANCE REQUIREMENTS

PAPERWORK... PAPERWORK... PAPERWORK...

INSURANCE
POLICY
TERMS AND CONDITIONS

We got chosen us for your in
with the level of benefit and
will learn everything you
need us in case you have
a secure put it



SAFETY

CAUTION

**YOU MAY ENCOUNTER VERY
SERIOUS MACHINERY (AND
VERY SERIOUS SAFETY RULES).**

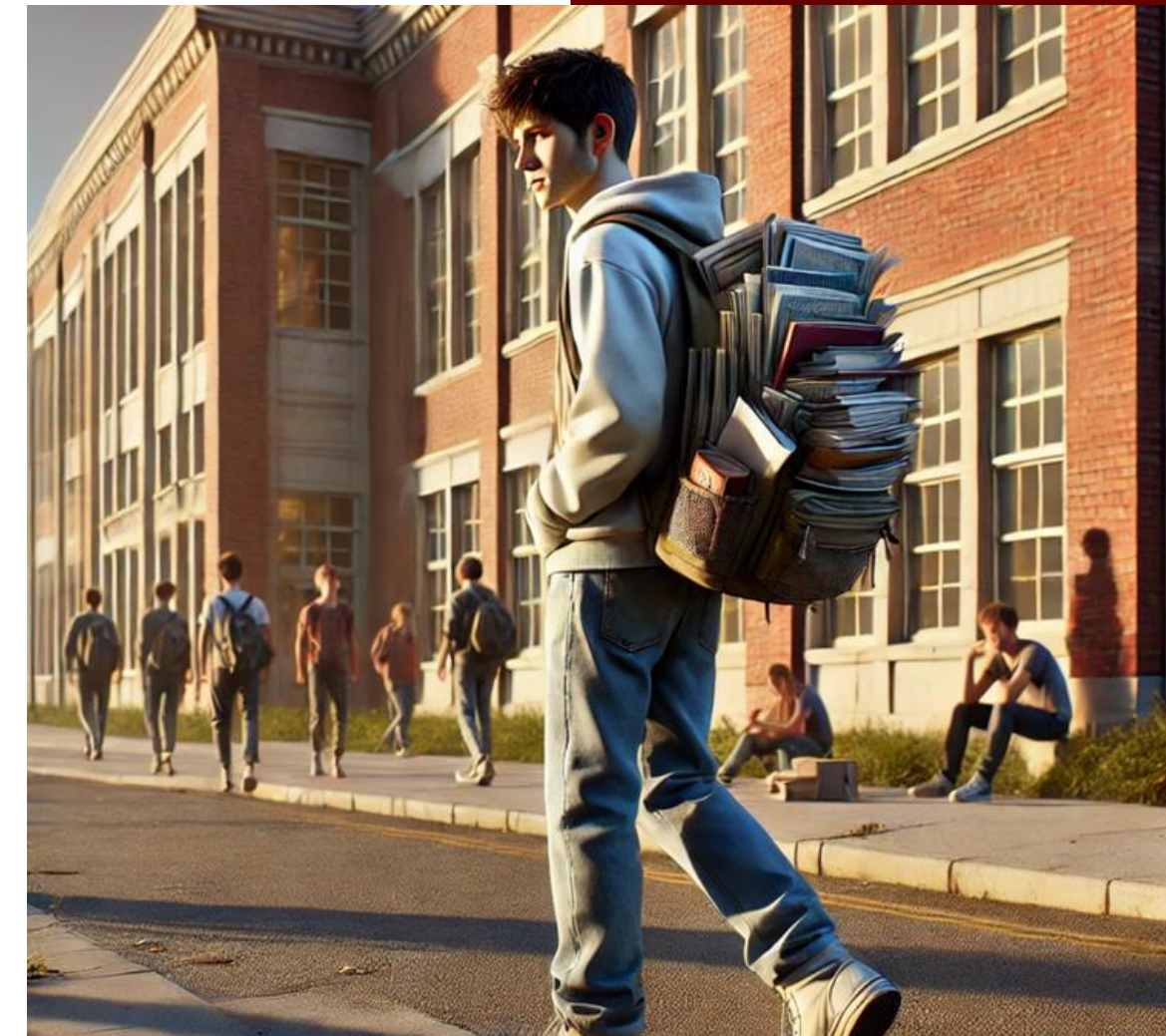
IBiZ
I believe in zero
now

SEX OFFENDERS

We're committed to
providing a safe,
positive environment.
We take this very
seriously.

POSSIBILITIES

THE BAD STUFF Challenges with High School Programs



**HIGH SCHOOL STUDENTS: FROM CLASSROOM
TO FACTORY FLOOR... IT'S A BIG LEAP.
BUT HEY, THEY'VE GOT THE ENTHUSIASM!**

TRANSPORTATION

Interns can't be late... unless they're stuck in traffic like everyone else.



SHIFT SCHEDULES

IS IT TIME TO GO HOME YET?

Sample Shift Schedule

Shift schedules like ours, with a 2-2-3 rotation, offer a work/life balance. Team members have 14 days off with every 28-day rotation and a 3-day weekend every other week. Four shifts ensure 24/7 coverage.

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Days	Days	Off	Off	Days	Days	Days	Off	Off	Days	Days	Off	Off	Off
Day	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Nights	Nights	Off	Off	Nights	Nights	Nights	Off	Off	Nights	Nights	Off	Off	Off

LACK OF ADULT SUPERVISION

Do you trust a
teenager with a
lathe? Scary!



COST

**EXPENSIVE? MAYBE.
WORTH IT? ABSOLUTELY.**

Every dollar spent is an investment in future workers. We believe in our interns and their potential!

EXISTING INTERNSHIP PROGRAMS

THE GOOD STUFF



GIRLS CAN TOO!



AFFIRM



INFORM



INSPIRE

The "Girls Can Too!" mentorship program partners with local middle and high schools to empower young girls. Female leaders from Roy O Martin mentor students, offering lessons to boost confidence, self-esteem, and awareness of manufacturing career options. The program inspires girls to become self-sufficient and successful adults.



WoodWorks is a program aimed at providing training and job opportunities for high school students, covering skills like interviewing, math, production processes, safety awareness, and workplace expectations. It focuses on the wood industry to help students become productive citizens. The program is currently available in several high schools across Louisiana and Texas.





Are you looking to start your career after high school graduation? Consider joining the Roy O Martin WoodWorks Program!

Program Goals

1. Interview skills for success
2. Wood Manufacturing Process
3. Safety Awareness
4. Mathematics in the workplace

Interested? Contact your school counselor today!



Louisiana Schools:

Oakdale, Fairview, Elizabeth, Kinder, Oak Hill, Tioga, Buckeye, Pineville, Northwood, Glenmora, Pitkin, Simpson, Hicks, Grant, Natchitoches Central, and Lakeview



Texas Schools:

Diboll, Hudson, Corrigan-Camden, Chester

Roy O Martin is an Equal Opportunity Employer



WOODWORKS NEW TEAM MEMBERS

- Senior Year of Program Participation
 - Guest Speakers
 - Tours
 - Curriculum Completion
 - WorkKeys Assessments
- Employability Training
 - Resume Creation
 - Mock Interviews
- Roy O Martin Job Fair
- Onboarding
 - One week of orientation
 - External Training at CLTCC
 - On-the-job training with a safety mentor
- Performance Evaluations

MANUFACTURING INTERNSHIPS WITH CENTRAL LOUISIANA TECHNICAL COMMUNITY COLLEGE (CLTCC)



SUMMER INTERNSHIPS FOR COLLEGE STUDENTS

- Recruitment and Selection
- Onboarding
- Training and Development
- Assigned Projects and Tasks
- Collaboration and Networking
- Performance Evaluation
- Final Presentations





**WE'RE INVESTING
IN TOMORROW'S
WORKFORCE,
ONE INTERNSHIP
AT A TIME!**

