

Building Skills Through Hands-on Experiences

State Chamber members support interns and apprentices



Assurance Media Structured Cabling Skills Development Course

ASSURANCE MEDIA

The construction industry as a whole has struggled in recent years with recruitment, and Assurance Media, a premise security, audiovisual systems, and structured cabling specialty contractor is no exception. The skills needed to perform in our line of work require years of experience that the current labor market lacks. The average tenure in this industry is one to three years, but it takes at least three years to gain the experience needed to perform well on a job site.

Apprentices are vital to the future growth of our company. Assurance Media is an active participant in the Delaware Department of Labor Apprenticeship Program and currently has four apprentices enrolled in the four-year program. In addition, our team created “Rising Stars,” which is an internal mentorship program. Every apprentice, including new employees, is automatically enrolled in the program and receives a mentor to serve as a guide for their first 90 days. The program empowers the Assurance Media field team to integrate new hires and transport them to their highest potential. In collaboration with the local and state apprenticeship/co-op programs, Assurance Media, along with others in the construction industry, are investing in the next generation today.

BELFINT LYONS & SHUMAN

Belfint Lyons & Shuman (BLS) considers its college recruiting process an important part of our firm-wide recruiting and long-term success of not only our firm, but also our industry and the talent in Delaware. We listen and build relationships with our interns, professors, and college career services departments, and through participation in community programs like Intern Delaware, to attract the best candidates.

Our goal is to initially engage talent via our externship program, where high school students and students early in their college term are introduced to a career in accounting. Students can then interview for our summer internship program where they not only gain experience, work with clients, and network with the BLS team but will also be considered for a staff accountant position. Many BLS team members started their career journey in our summer internship program and have advanced throughout the firm! In fact, 25% of BLS’ current team started as interns, and that includes our managing director, Michael French, who began as an intern in the 1980’s and worked his way up to this important top leadership role.

“This internship exceeded my expectations where I was introduced to the firm’s rotational development program and positive work environment. I look forward to learning more in each practice area and joining the community BLS offers.”



– Emily Bowman, Rowan University



Pictured are Dietrich Yontz, Liam Jordan, & Samantha Pearlman with Nickle President & CEO Steve Dignan. Dietrich, Liam, & Samantha graduated from local vo-tech high schools in 2018 and are currently enrolled in the state apprenticeship program. In 2018, they were recognized by Associated Builders & Contractors for showing outstanding academic achievement while successfully completing a co-op program and moving on to the state apprenticeship program.

NICKLE ELECTRICAL COMPANIES

The State's apprenticeship program is the greatest feeder pattern for Nickle to hire electricians. About 70% of the organization's employees have either completed the program or are currently enrolled. Even before entering the apprenticeship program, the students are committed to their education through high school co-op programs, which makes them that much more valuable and dedicated to the industry. Apprentices are required to do four years of both schoolwork and hands-on work, so the impact of the program is that Nickle employs the highest quality electricians in the tri-state area. That kind of enthusiasm requires just as much commitment from Nickle as we invest the same amount of time and energy into their education as they do.

M. DAVIS & SONS

Apprentices are an integral part of our team at M. Davis & Sons, and we continuously advocate for the vo-tech schools whose students in the trades are potential job candidates. "Graduation from an apprenticeship program is just as important and meaningful as that of a college graduation," states our CEO Peggy DelFabbro.

We believe that supporting our team members in our apprenticeship program is one of the best avenues for them to gain trade knowledge and upgrade their wages once they complete the program and earn their Journeyman Certificate. These tradespeople are then able to pass on their invaluable knowledge and expertise on job sites. Apprentices are the future of our industry and workforce, and we are proud to have 75 apprentices that are currently enrolled through the State of Delaware.



"My favorite part of the internship was working alongside one of the audit teams and learning from them as part of their team. I look forward to applying what I learned when I start as a Staff Accountant and continuing to work with BLS team members."



– Jonathan Martinez, Goldey-Beacom College

"The internship program at BLS was an amazing experience that gave an in-depth insight into the public accounting profession. All of the staff were extremely helpful and friendly!"



– Alyce Smith, Rowan University