Student Success & Talent Pipeline Initiative
What We’ll Cover Today

1. Student Success & Talent Pipeline Initiative (SSTPI) background
2. SSTPI overview
3. Partnership requirements
4. Next steps
5. Timeline
6. Questions & answers
What is the SSTPI?
Placing 100+ UWM students from diverse backgrounds in paid internships

University of Wisconsin - Milwaukee

Metropolitan Milwaukee Association of Commerce Region of Choice Initiative
Goals of the SSTPI

1. Student professional development & career discernment

2. Develop a diverse talent pool in the Milwaukee area & SE Wisconsin

3. Retain talent to build sustainable talent pipeline
What is an Internship?

An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent.

-National Association of Colleges and Employers (NACE)
The Student Experience

Students who attend an informational session and submit an application, will be assessed on their readiness to serve as an intern. Based on this assessment, prospective interns will have two lanes of participation:

Lane 1

First Lane Experiences -- Students will benefit from a series of pre-internship experiences that will focus on professional preparation such as workshops and regular meetings at one of the corporate partners to the program.

Lane 2

Second Lane Experiences -- Students who are ready to have an entry level internship experience will work 10-15 hours per week at an internship established with one of the corporate partners earning $15.00-$21.00 per hour.

Students will have a mentor at their internship site, will be supported through a campus success coach, and will also take a 1-credit course that covers various professional development topics.
Lane 2 Details

Students record time and are paid through UWM payroll

Academic year-long positions (August-May) with potential to extend through summer

Positions as means of skill development

Capacity to host and supervise students determines number of open positions
**Employer Partners Roles**

- Supervisor & mentor
- Co-educator: Develop positions in partnership with UWM
- Screen and train interns
- Conduct performance reviews & evaluation

**UWM Program Staff’s Roles**

- Orient & onboard partners
- Recruit interns
- Ensure student learning
- Process new hire paperwork and payroll
- Support students and partners
- Lead program evaluation
# Student Recruitment Process

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong></td>
<td><strong>2</strong></td>
</tr>
<tr>
<td>UWM on campus recruiting</td>
<td>Student application process at UWM</td>
</tr>
<tr>
<td>Virtual Information Sessions</td>
<td></td>
</tr>
<tr>
<td>Open House</td>
<td></td>
</tr>
</tbody>
</table>
Next Steps for Partnership

- Submit online partnership request form
- Meet with UWM to review program in detail and discuss positions
- Complete financial contract
- Create and submit position description

Corporate partners will be invoiced $750 per intern when the student has been hired.
Timeline

March 2022 - June 2022
Partner onboarding

March 2022 - May 2022
Student recruitment

July 2022 - Sep. 2022
Interviewing & job offers

Aug. 2022 - Sep. 2022
Employment start dates

Oct. 2022 - Dec. 2022
On-campus learning

January 2023
Performance check-ins

March 2023 - April 2023
Site visits

May 2023
Performance & program evaluations
Contact Information

Jaclyn Stoczanyn
mima@uwm.edu
414-334-6014

Ben Trager
bwtrager@uwm.edu
323-252-0274