

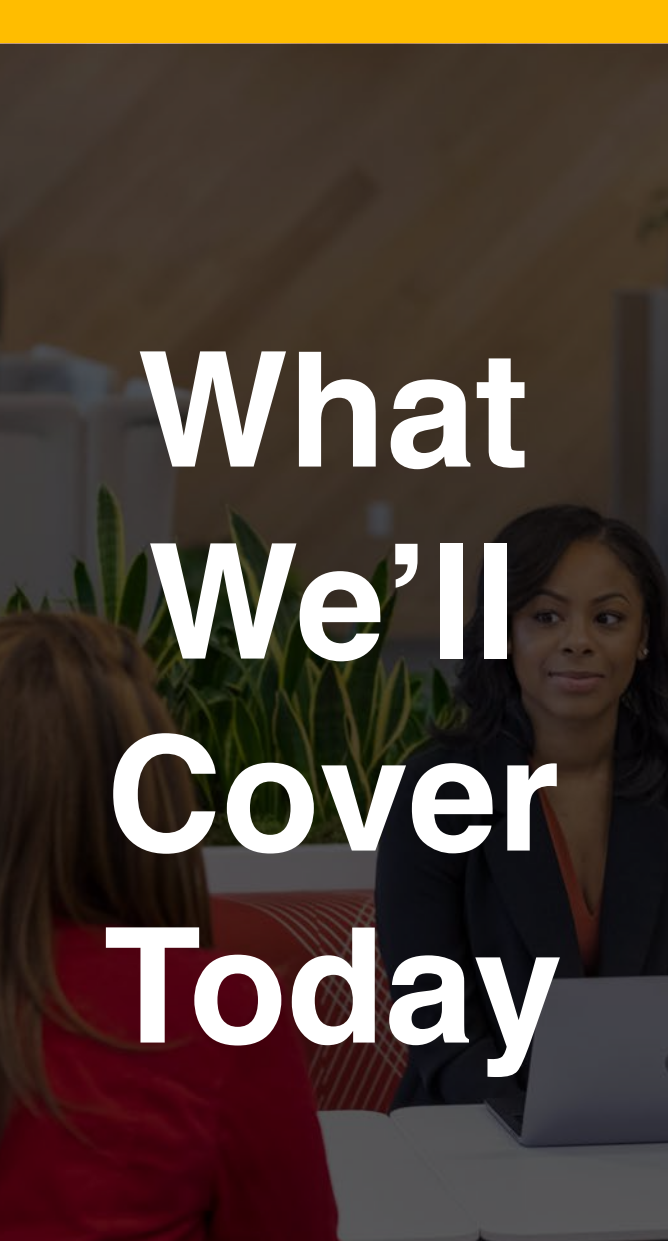
# Student Success & Talent Pipeline Initiative



Division of Diversity,  
Equity, and Inclusion

The Office of  
Strategic Partnerships





# 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

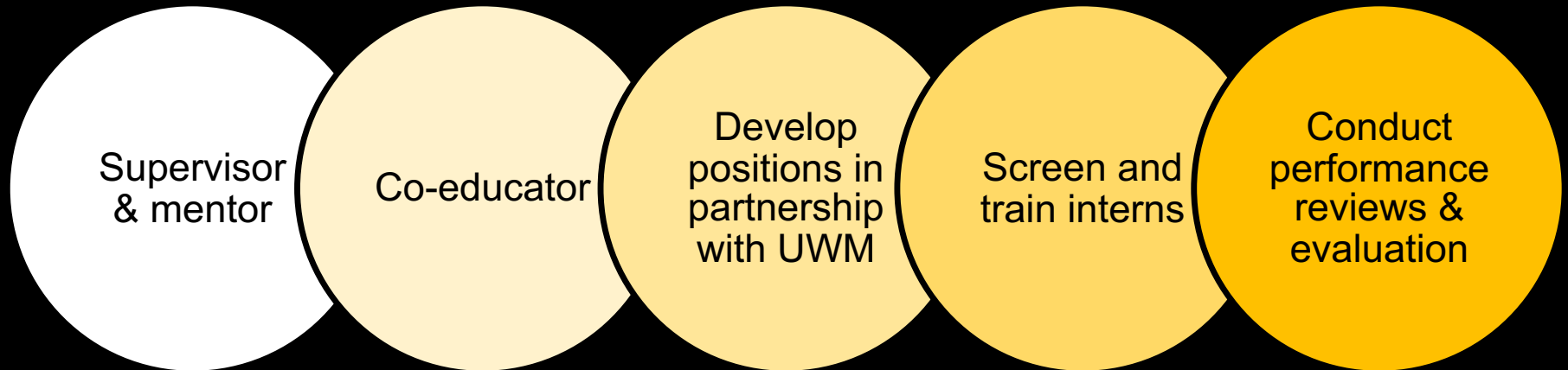
Academic year-long positions (August-May) with potential to extend through summer



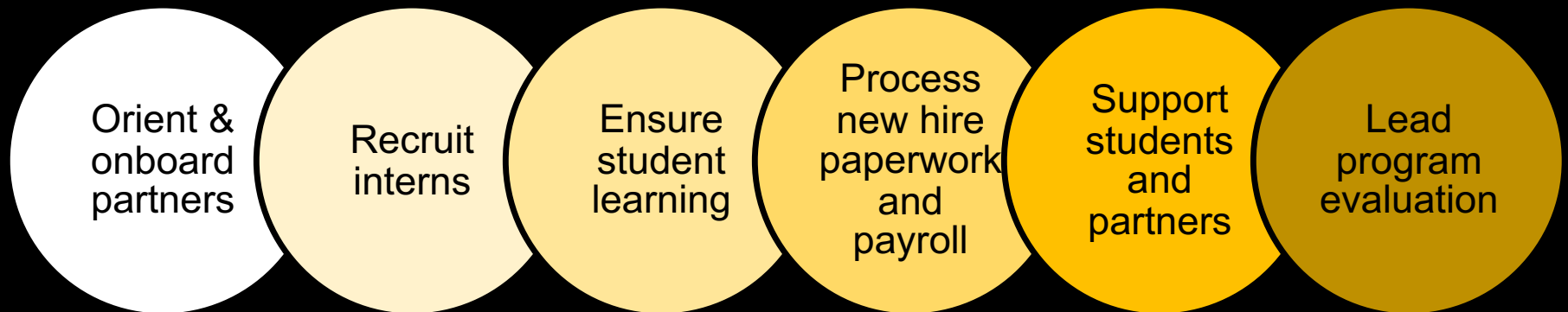
Positions as means of skill development

Capacity to host and supervise students determines number of open positions

## Employer Partners Roles



## UWM Program Staff's Roles





# Student Recruitment Process

**1**

UWM on  
campus recruiting

Virtual Information  
Sessions

Open House

**2**

Student application  
process at UWM

**3**

Student & corporate  
matching process

# Next Steps for Partnership



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Submit online partnership request form



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Meet with UWM to review program in detail and discuss positions



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Complete financial contract



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Create and submit position description

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

# Timeline

**March 2022  
- June 2022**

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Partner  
onboarding

**March 2022  
- May 2022**

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Student  
recruitment

**July 2022  
- Sep. 2022**

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Interviewing &  
job offers

**Aug. 2022  
- Sep. 2022**

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Employment  
start dates

**Oct. 2022  
- Dec. 2022**

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On-campus  
learning

**January  
2023**

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Performance  
check-ins

**March 2023  
- April 2023**

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Site visits

**May  
2023**

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Performance &  
program  
evaluations



# Contact Information

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