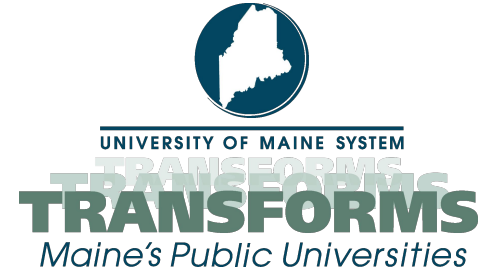# Pathways to Careers

OUR AIM —

Leverage the professional networks of the entire University of Maine System to:
- Better steward our relationships with employers and their workforce needs
- Increase student access to internships
- Increase the quality of internships for UMS students

Pathways to Careers

Why the emphasis?

"Research shows that internships improve students' academic outcomes, labor market outcomes, and career adaptability." (Fangjing, 2022)

However, not all internship experiences are the same!

- A growing body of literature show that working, first-generation, and low-income students and students of color do not have the same access to internships. (Hora, et al., 2020)
- Meaningful learning experiences and professional network development depend on the design and quality of the experience.

Pathways to Careers

OUR APPROACH — *the UMS Pathways to Careers Center*
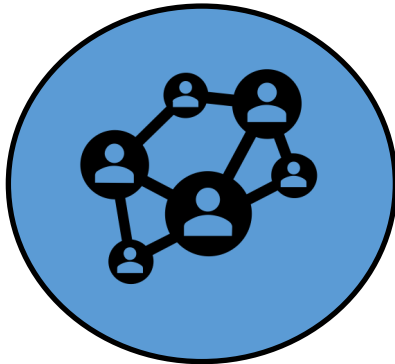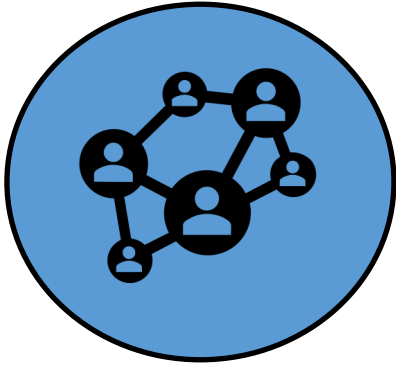

Coordinate by economic sector

Design for greater student inclusion

Support for High Impact Practices

Pathways to Careers
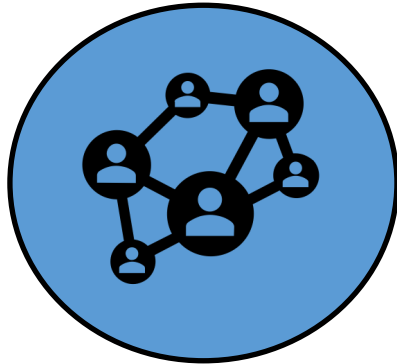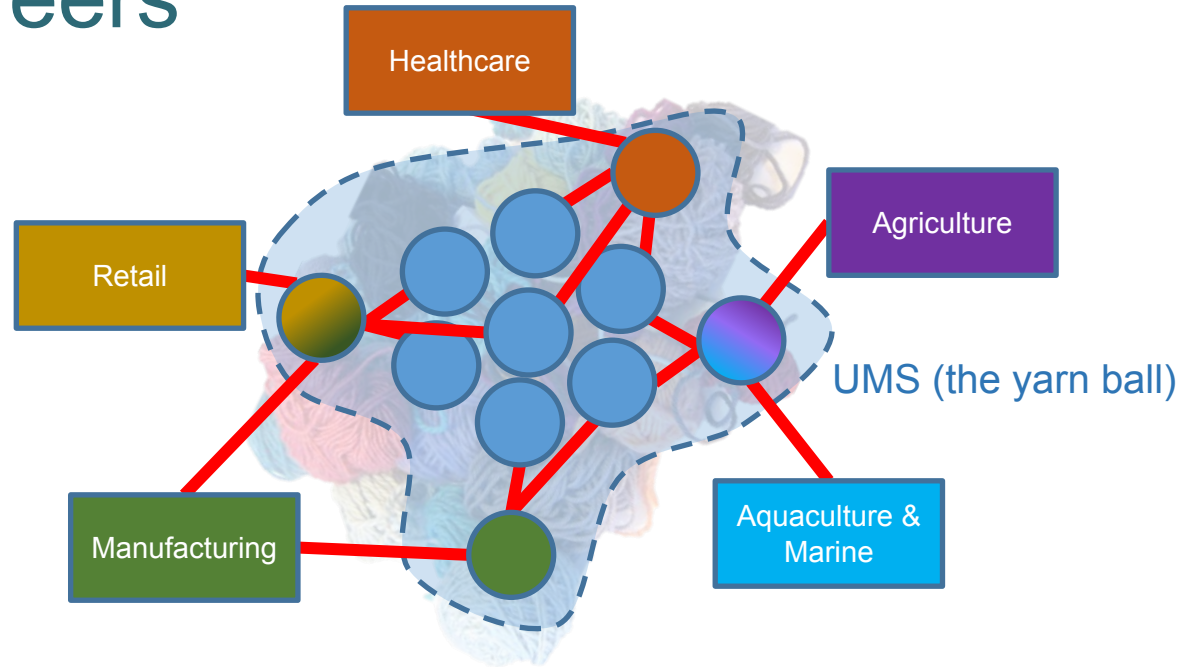

Coordinate by economic sector

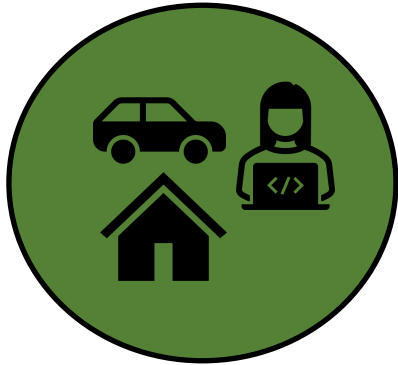Maine's Public Universities
UNIVERSITY OF MAINE SYSTEM

Pathways to Careers

Coordinate by economic sector

Healthcare

Retail

Agriculture

Manufacturing

UMS (the yarn ball)

Aquaculture & Marine

Pathways to Careers

Design for greater student inclusion

Bias in internship participation and resultant professional success is linked to:

- Socioeconomic barriers (Hora et al., 2019, 2020; Curiale, 2010)
- Non-representative professional networks
  (Rivera, 2012, 2015; Ashkenas et al., 2017; Tholen et al., 2013; Petersen et al., 2000)
- Biased application pools (Flory et al. 2021)
- Biased hiring practices (Campero 2022)

PTC will design and spread practices that allow for greater participation and success of our students, regardless of experience, socioeconomic status, or personal situation

Pathways to Careers
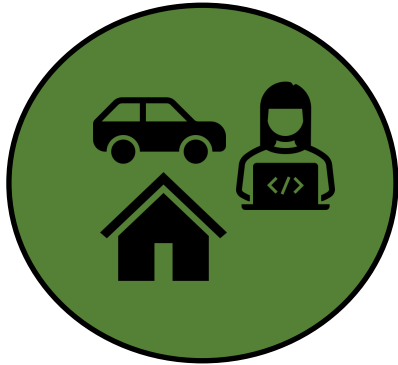
Direct and "wrap-around" Supports

Design for greater student inclusion

Maine's Public Universities
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Pathways to Careers
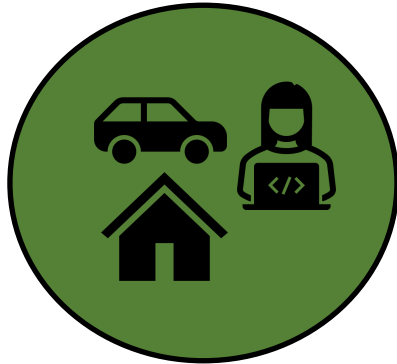
Inclusive Designs

Design for greater student inclusion

What is an internship?
Professional learning experience with a potential employer that offers meaningful, practical work related to a student's field of study or career interest.

| Student Employment | Co-Ops | Clinicals | Practicum |

| Job Shadows | "Micro" Internships | Apprenticeships |

| Full or Part-time | In-Person or Online | Summer, Reg. Semester, or Periodic |

Pathways to Careers

Support for High Impact Practices

Pathways to Careers

Support for High Impact Practices

Pre-Internship Training for Students *(REQUIRED)*
The internship program should provide pre-internship training to increase the likelihood of student success and to enhance student learning. The pre-internship training should include be **thematic or sector preparation** that exposes students to specific career opportunities in addition to more general career preparation such as communication and coachability.

Examples of ways to achieve:
- Cohort-based "bootcamps" that expose students to career fields and build skills
- Career preparation courses specific to a sector or job category
- Micro-credentials

Pathways to Careers

Support for High Impact Practices

Tangible, Substantial, and Achievable Learning Outcomes *(REQUIRED)*
To ensure high quality experiences, learning outcomes should be defined with students and employers in advance. Meaningful work appropriate for the students' knowledge and experience should be emphasized.

Student Compensation *(REQUIRED)*
Compensation should be provided to allow students with financial constraints to forgo other paid work to participate in these career-relevant opportunities. Ideally internship employers should contribute all or a portion of this compensation to demonstrate that they have "skin in the game." Compensation may be supplemented by the program and wrap-around supports such as travel and housing to increase access to internships are also best practices for maximizing inclusivity.

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Pathways to Careers

Support for High Impact Practices

Mentorship & Networking *(REQUIRED)*
Internships should include some form of faculty, staff or employer mentorship to enhance student engagement, and internships should also provide networking opportunities for students to gain exposure to several employers and to build networking skills.

Examples of ways to achieve:
- Peer groups that meet on a weekly basis with a staff or faculty member
- Sector or theme-based employer mentorship
- Networking events with employers and/or peers

Pathways to Careers

Support for High Impact Practices

Feedback and Assessment *(REQUIRED)*
Internship programs should obtain feedback from both students and employers for an evaluation of student performance, learning outcomes and the overall quality of the internship program. Pathways to Careers pilots will work with the Pathways to Careers Center & Student Success Initiative assessment team.

Opportunities for Students to Present Their Work *(OPTIONAL)*
Students should have the opportunity to present their work, projects and learning outcomes before a general audience. The Pathways to Careers initiative will seek to provide venues for these presentations.

Employer/Project Vetting *(OPTIONAL)*
Internships should have a process for vetting employers and their internship opportunities to ensure these practices are met, often with a signed agreement to make the terms clear to both the university and employer.

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Pathways to Careers

Other considerations

- Systemwide collaboration
- Assessment of existing sector relationships
- Partnerships with external entities, i.e. Maine Career Catalyst, JMG, trade associations
- Equity plans
- Cross-sector segments (i.e. Innovate for Maine, DEI)

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Pathways to Careers

Poll:

Where are you in the process?

What elements of the high impact practices would be most helpful to workshop with your teams?

How are you coordinating across the System?

Pathways to Careers

MJRP

| November | December | January | February | March | April | May | June | July | August | September |

MJRP events:
- MJRP PI Meeting
- Notice of Intent of Intern Plans
- Sector Coordination
- Intern Coordination Plan Due
- First Cohort of PTC Interns and Pre-Internship Training Begins

PTC & HAF

- Notice of Intent to Apply for PTC $
- PTC Director Search Begins
- UMS Workshop
- Full PTC Campus Proposals Due
- UMS-wide PTC Hiring Board goes live
- PTC Director Begins