



STATE OF WISCONSIN
**DWD**
Department of Workforce Development

Wisconsin Fast Forward

**INTERNSHIP COORDINATION PROGRAM
WORKFORCE ALIGNMENT WORKSHOP WRAP-UP**

FEBRUARY 2017



STATE OF WISCONSIN



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Wisconsin Fast Forward

"In addition to making college more affordable, it is also important to provide Wisconsin students with hands-on experience in fields they are interested in or want to pursue for their future careers. Assembly Bill 742 establishes two full-time positions at DWD dedicated to connecting our students with local and state businesses for internship opportunities. This is just one step we can take to ensure the future success of our students, and looking forward, we will continue our work to strengthen Wisconsin's workforce."

- Wisconsin Governor Scott Walker

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February 3, 2017

Dear Workforce Alignment Workshop Participants:

As noted in the State of the State Address in January, Wisconsin's economy is strong and growing. According to the most recent federal data, more people were employed in Wisconsin in 2016 than at any point in the history of the state. In December, unemployment dropped to 4 percent, its lowest point since January 2001 and the labor force participation rate in Wisconsin has consistently been among the highest of any state in the country.

One of Wisconsin's biggest challenges right now is finding people to fill the jobs that are being created and available. The Department of Workforce Development (DWD) is working hard to help employers across the state recruit and train new talent and further develop the job skills of existing workers through nationally recognized initiatives, such as Wisconsin Fast Forward that has awarded over \$18 million in grants to upskill 18,000 new and incumbent workers across Wisconsin.

With your continued support, the Wisconsin Fast Forward program was expanded last year, advancing a critical workforce retention strategy that aims to coordinate and increase the number of internship opportunities available to Wisconsin college students. The information enclosed provides a summary of DWD's Internship Coordination Program activities since its start in July 2016, including the results from the Workforce Alignment Workshop that you attended.

Sincerely,



Secretary Ray Allen
Department of Workforce Development

Value of Internships

College students who intern for a Wisconsin company are more likely to stay in the state after graduation, making internships a valuable workforce retention strategy.

Governor Scott Walker signed 2015 Wisconsin Act 283 in March 2016, expanding the Department of Workforce Development (DWD) – Office of Skills Development (OSD) to coordinate and increase the number of internship opportunities available to Wisconsin college students. Since college students who intern for a Wisconsin company are more likely to stay in the state after graduation, internships are valuable workforce retention strategy. Additional benefits include:

1. Allowing employers to observe students before extending a permanent job offer.
2. Enabling students to demonstrate their skills in a work environment

DWD leadership extends a special thanks to Wisconsin businesses and these higher education partners for their participation in the Internship Coordination Program:



◆ Kent Precision Foods Group Chief Scientist Doug Stetzer shared his company's long-term commitment to providing internship opportunities at the UW-Superior Workforce Alignment Workshop.

"Our company's most successful internships are driven on relationships with our local colleges and universities. Internships must provide real world experience for the intern and be beneficial for the business. We are thrilled that DWD and UW-

Superior are partnering to expand internship opportunities in our region."
- Doug Stetzer, Kent Precision Foods Group Chief Scientist

Kent Precision Foods Group Research and Development and Quality Control Departments lead Sapanna Putthayangkul-Ripley joined the company as a UW-Superior intern less than three years ago.



Timeline

2016

- JUNE: → Recruit Program Staff
- JULY: → Hire Program Staff
→ Held UW-Oshkosh Workforce Alignment Workshop
- AUG: → Held UW-Stout Workforce Alignment Workshop
- SEP: → Held UW-Superior Workforce Alignment Workshop
→ Met with Wisconsin Private Colleges Career Consortium
- OCT: → Held UW-Platteville Workforce Alignment Workshop
→ Met with UW System Career Services Directors
- NOV: → Held Madison College and Concordia University Workforce Alignment Workshops
→ Met with M7 Talent Partnership and Inspire
- DEC: → Held UW-Stevens Point Workforce Alignment Workshop
→ Met with Milwaukee Area College Internship Consortium



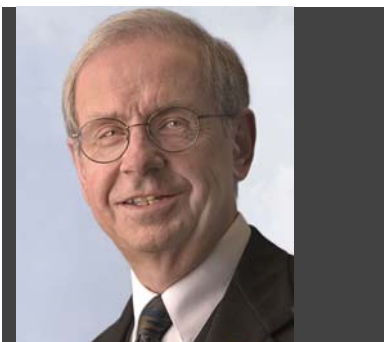
(Seated) Governor Walker signs 2015 Wisconsin Act 283 with (Standing From Left) UW-La Crosse Chancellor Joe Gow, DWD Secretary Ray Allen and DWD Legislative Advisor Andrew Evenson. The legislation authorizes DWD to provide student internship coordination.

Speakers



“Wisconsin businesses are looking to higher education for the workforce they need today and the future. They recognize that talent development is critical to revitalizing Wisconsin’s economy and maintaining an edge. We have initiatives outlined in our strategic framework to engage businesses, build career connections, and help create job opportunities after graduation. We are pleased to have DWD as a partner in our Career Connect website initiative, which connects employers with student talent. This helps meet state workforce needs, while providing students valuable career experience and increasing the odds they will stay in Wisconsin.”

- President Ray Cross, Ph.D.
UW System



“It is important to maintain a broad view of the jobs of the future - many of the jobs that will be in high demand for graduates in just a few years do not exist yet. Our workforce and economy depend on linking skilled, innovative students from a wide range of majors and specialties into meaningful career. The internship initiative plays an integral role in keeping Wisconsin competitive in the ever-evolving ‘knowledge economy’ we live in.”

- President Rolf Wegenke, Ph.D.
Wisconsin Association of Independent Colleges and Universities

Offering Internship Coordination

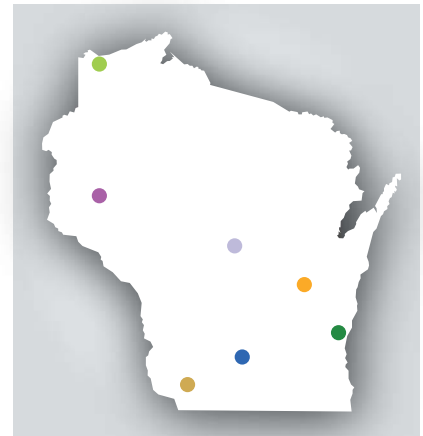
More than 350 business, economic development and workforce development leaders join DWD and higher education partners at Workforce Alignment Workshops across Wisconsin to promote internships as a viable solution for addressing employer hiring needs.

OSD scheduled seven Workforce Alignment Workshops across Wisconsin through October 2016 to obtain feedback from businesses, economic and workforce development leaders and educators regarding opportunities to better align employer hiring needs with higher education learning outcomes through internships and other solutions.

Workforce Alignment Workshops

Over 350 Wisconsin business, economic development and higher education leaders attended seven Workforce Alignment Workshops to actively participate in discussions on the value of internship opportunities for building a loyal and reliable workforce:

- UW-Oshkosh: July 15, 2016
- UW-Stout: August 23, 2016
- UW-Superior: September 21, 2016
- UW-Platteville: October 21, 2016
- Madison College: November 1, 2016
- Concordia University: November 7, 2016
- UW-Stevens Point: December 1, 2016



University of Wisconsin System President Ray Cross addresses Workforce Alignment Workshop participants at UW-Platteville.

What Internship Champions Say at Workforce Alignment Workshops

Skyward CEO Cliff King attends the Workforce Alignment Workshop at UW-Stevens Point, expressing the value of internships for employers and students.

"Our internship partnership with UW-Stevens Point has been extremely successful. We have found this to be a great method to attract upcoming graduates looking for real world experience and allows us to evaluate their skill sets and whether they would be a good fit for our organization. I strongly encourage every business to consider implementing an internship program. You will find that it is well worth the investment that will improve your abilities to attract and retain new graduates, especially from fields of study that are in high demand."

- Cliff King, Skyward CEO



UW-Platteville Student Scott Sibik gave remarks about his internship experience at the Workforce Alignment Workshop on campus.

"Interning at Honkamp Krueger & Co., P.C. is one of the best career moves I made. Not just because of the great company culture and the wonderful individuals I worked with, but the experience that allowed me to translate classroom material into real world application. The partners and managers make the internship experience meaningful by acknowledging that we, as students, do make an impactful contribution."

- UW-Platteville Student Scott Sibik

What Workforce Alignment Workshop Participants Desire

Feedback was obtained from participants at each Workforce Alignment Workshop through roundtable discussions. Key themes and sub-themes are captured in the chart below:

Participant Desires from Workforce Alignment Workshops		UW-Oshkosh	UW-Stout	UW-Superior	UW-Platteville	Madison College	Concordia University	UW-Stevens Point
Key Themes Per Participant Feedback								
1.	Develop a free, user-friendly internship website or portal to connect Wisconsin employers and college students.	X	X	X	X	X	X	X
1a.	Provide employers with the ability to enter internships opportunities one time and have it appear on multiple websites.		X	X	X	X	X	X
1b.	Ensure that website functionality allows employers to post and college students to search and apply for internship opportunities by occupation and/or industry.				X	X		
2.	Make available a web-based internship resource library with soft skills training materials for Wisconsin employers and college students.		X	X	X	X	X	X
3.	Wisconsin employers expressed desire for DWD to coordinate internship opportunities and online resources and tools.		X	X	X	X	X	X

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