



www.sdmesa.edu/MesaImpactship

Our MIP Team:

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Work-Based Learning

Mesa Impactship Program (MIP)!

The Mesa Impactship Program (MIP) supports students with exploring careers, developing professional skills, and compensating hands-on industry experiences through **internships, volunteering, or Directed Clinical Practice (DCP)**.

MIP is designed to promote workforce training & employment opportunities with focus on underserved student populations.

MIP students will be part of a cohort community supported by Mesa faculty to help them prepare for career pathways. **Make an impact & intern with a purpose!**



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WHY is this IMPACT Needed?

- Nationally, first-generation and students of color are disproportionately underrepresented in internship opportunities in their field of interest, particularly paid experiences
- Special populations are faced with inequities in the workforce and show higher rates of unemployment and underemployment across industries.
 - Females are significantly underrepresented in 56 priority jobs
 - BIPOC workers are significantly underrepresented in 72 priority jobs
- 2022 CTEOS Report revealed that only 46.2% of Mesa CTE students secured a job that is very closely related to their program of study.
- MIP hopes to support underserved students to prepare for the workforce and land sustainable jobs in their field of study to promote economic mobility through larger wage gains equating to an average of \$10 more in hourly wages.
 - Roughly \$20,000 more per year



MIP Benefits for Students



HARD WORK PAYS OFF

\$1000 payment or hourly wages to reduce expenses for unpaid workplace training experiences



INCREASED WORKFORCE TRAINING

Promotion of internship & employment opportunities with focus on underserved student populations



INDUSTRY PREPARATION

Career development, reflection of learning, & support by WBL faculty & Internship Coordinators



GET STUDENTS HIRED!

Build student skills & experiences to grow confidence & stand out to employers



MIP Funding & Eligibility

ONE-TIME PAYMENT - PERKINS

- **\$1000 one-time payment** at end of semester
- Enroll in WE or DCP courses
- Only available to students with CTE majors
- On-Campus & local employer placements
- Students processed with Business Services as Independent Contractor (less time)
 - Contract Agreement

STUDENTS SERVED

- First-Generation (*LAEP) *Perkins Only:
- Low-Income Students
- Foster Youth (*LAEP)
- At risk of homeless (*LAEP)
- STEM Majors (*LAEP)
- Students with disabilities
- Displaced workers
- Formerly incarcerated
- Undocumented students
- Veteran students
- Nontraditional fields
- Single parents / pregnant women
- Out-of-workforce
- Active duty dependent
- Limited English proficiency

HOURLY WAGE - LAEP

- **Hourly wage** compensation (ie: Mesa \$20.37) throughout semester - Based on placement
- Enroll in WE or DCP courses
- Available to all students (except Allied Health*)
- Based on financial need & eligibility
- On-Campus & local employer placements
 - *Research component
- Students processed with Business Services as NANCE for campus placement (CC, UC, CSU)

Requirements of MIP:

Hello
my name is

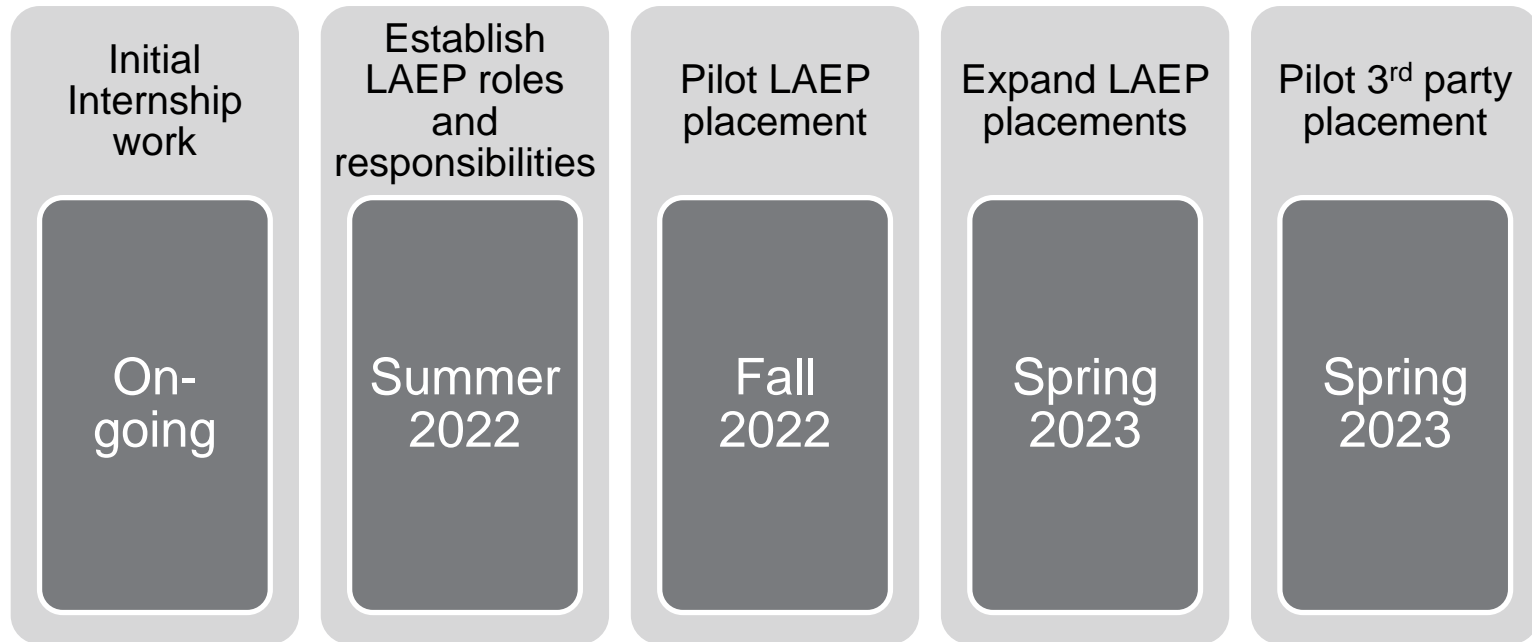
INTERN

- Identify with at least one underserved student population
- Demonstrate financial need
- Secure an internship, volunteer, employment, or directed clinical practice (DCP) position for the participating semester
- Enroll in and successfully complete** at least 1 unit of Occupational Work Experience Course (WORK 270), Discipline Work Experience Course (ie: CHIL 270), or DCP Course (RADT 256A) within the participating semester
- Actively participate and **complete 2 Career Reflection Videos** for the Mesa Impactship Program regarding work placement experience and exploration of career pathways through the MIP Canvas shell.
- Complete all MIP forms and Completion Survey** to provide feedback regarding work placement experience and participation in MIP.



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Local Implementation of LAEP



How are we supporting LAEP?

Fully supporting LAEP

Adjunct Internship Coordinator
(lead)

- Funding source: Strong Workforce

Adjunct Internship Coordinators (x2)

- Fund source: Perkins reserve

NANC project support

- Fund source: Perkins reserve

LAEP benefits and livescan fees

- Fund: local GFU

Partially supporting LAEP

Work Experience Coordinator

- Funding Source: local GFU, Perkins reserve

Employer Relations Liaison

- Fund source: Regional SW

Associate Dean, Career Education

- Fund source: local SW

WE Faculty

- Fund source: GFU



LAEP additional details

Student benefits

- Students receive tailored support from a faculty mentor and site supervisor, as well as connections to our Career Peer ambassador program
- Eligible for up to the following tiers:
 - 100 hours for 1-Credit Work Experience or approximately \$2,000
 - 200 hours for 2-Credit Work Experience or approximately \$4,000

Performance projections

- Fall 2022: 1 pilot placement
- Spring 2023: 10 placements
 - Includes 1 off-site placement
 - Includes pilot expansion of on-campus placements
- Fall 2023: 50-100 placements
 - Full expansion of on-site
 - Pilot expansion of off-campus placements



Key decisions and questions

- Who will administer the funding?
- Who will lead the work at the campus including supporting and mentoring the students?
- Should we focus on on-campus placements or include off-campus in our strategy?
- How do we identify and enroll students with intentionality?
 - How will the benefits and requirements be communicated to prospective students in an easy way?
- How do we connect placements and students with intentionality?
- Who else needs to be at the table?



Challenges with LAEP

- **Strategy & Impact**
 - **Ensuring the students that can most benefit are connected to the opportunities**
 - **Aligning on-campus and off-campus job & internship opportunities that are within the students' field of study and supportive of industry needs**
- **Operational**
 - **Several initial hurdles and regulatory challenges have stretched resources thin including the requirement to on-board students as employees**
 - **The structure of the requirements doesn't always align with our target populations needs as well as statutory intent**
 - **Explaining LAEP in the context of other internship opportunities**



Opportunities and plans moving forward

- Designing and expanding with intentionality, including leveraging changes to Work Experience
- Utilizing LAEP as the foundation for 10-years of internship growth
 - Using MIP as core brand and program, and aligning multiple funding streams including LAEP
- Substantively impacting known equity gaps within our institution and in the local & regional labor market
 - Eliminating un-paid internships while growing access to internships!



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