



MIKE ROHRKASTE

STATE REPRESENTATIVE • 55TH ASSEMBLY DISTRICT

To: Representative Petryk and members of the Assembly Committee on Workforce Development
From: Representative Mike Rohrkaste, 55th Assembly District
Date: March 6, 2019
Re: 2019 Assembly Bill 12

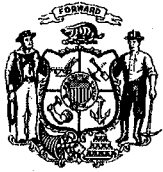
Thank you for holding a hearing on Assembly Bill 12 to create new internship grants.

As of the time of this writing, there are 89,394 open jobs posted on the Job Center of Wisconsin website. We have had record-low unemployment for 10 consecutive months. Simply put, we do not have enough workers in our state to fill the jobs we have available.

Full employment means increased revenue for our state. Those driving to work pay the gas tax which funds our roads. Those paying income tax are responsible for the largest share of revenue to fill the state's general fund coffers. Those paying property tax offer the largest support for our schools and education. We need to attract and retain more workers.

This bill will support businesses that are considering beginning their first internship program by assisting with the legal, human resources, and staff training expenses of creating the internships. More interns means more retention means more workers growing Wisconsin's economy – and more importantly, finding a pathway towards a family-supporting career.

I appreciate your consideration of this legislation.



DAN FEYEN

STATE SENATOR

18th Senate District
(608) 266-5300
Sen.Feyen@legis.wi.gov

PO Box 7882, Madison, WI 53707-7882
<http://legis.wisconsin.gov/senate/18/feyen>

To: The Assembly Committee on Workforce Development
From: Sen. Dan Feyen
Re: Assembly Bill 12

Mr. Chair, members of the committee, thank you for holding this hearing today.

Students who complete internships in a state are more likely to stay in the state after graduation than students who do not. This bill builds off of this fact by creating a grant program to support businesses who are creating a paid internship program for the first time by assisting with the legal, human resources, and staff training expenses of creating the internships. The company must plan to hire at least 3 paid interns in the 3 year period following receipt of the grant to be eligible for the funding. The bill includes \$1,000,000 in funding over the biennium.

The results of this grant will be reported out in WEDC's Annual Report on Economic Development which details the results of all of the economic development programs that they administer.

The UW System had 150,211 undergraduate students in the 2017-2018 school year. The Wisconsin Technical College System had 187,053 Liberal Arts Transfer, Applied Associate Degree, and Technical Diploma students enrolled in the 2016-2017 school year. WAICU-member colleges and universities currently enroll nearly 55,000 students. While there is no great data source for the number of internships that exist in Wisconsin, what data we can compile suggests there are nowhere near enough internship experiences for every student in Wisconsin to gain an internship experience in this state. For example, the UW System's data suggests only 56% of seniors had participated in an internship experience at some point in their educational career.

If we can increase the number of internship experiences available in Wisconsin, we can increase the number of students having an internship experience in the state and the retention rates of students upon graduation. Given Wisconsin's current workforce shortage, this bill seeks to provide a support mechanism for growing the number of internships in Wisconsin.

Thank you for your time today. I welcome any questions you may have.



To: The Assembly Committee on Workforce Development
From: Branden Yates
Re: Assembly Bill 12

Chair Petryk, and members of the committee.

My name is Branden Yates and I'm the Student body President at the University of Wisconsin-Eau Claire where I proudly represent the voices of 10,000 students who chose a UW-System school for their education. Thank you for holding this hearing today and bringing your attention to the importance of quality internships. I also want to thank you for providing me the opportunity to discuss the importance of Assembly Bill 12 with you all. As a student I am in support of this legislation and I would like to bring the perspective of a student to this conversation. As a student in Eau Claire I experience firsthand the pull to our neighbor state and the internship opportunities provided there. This is largely because there's a major metropolitan hub near the border, but also because of the quality internships that are there.

I can confidently tell this committee that internships are incredibly important in the duration of a student's life cycle in Wisconsin. For many students an internship is their first opportunity at receiving a fulltime job after college. Students believe that these opportunities lay across the border in Minnesota and Illinois. We know that the opportunities are here in Wisconsin, and this Bill would help create those first high impact practices like internships here in Wisconsin to retain students and build the Wisconsin workforce.

Students approach finding these internships through career fairs at their University, or online through job boards. Unfortunately, where I go to school, at no fault of the university, most of those businesses at the career fair are located in the Twin Cities area. This is not due to bias or a lack of job opportunities in the Eau Claire area. In my experience it's due to the higher quantity and quality of internships in the Twin Cities. This leads students to take advantage of these internships, receive a job offer, and leave the state that largely prepared them for the workforce. It is unfortunate that students aren't able to even move into the workforce in Wisconsin because they are already aligned with a job in another state due to an internship opportunity. I believe there is a disconnect between the student body in Wisconsin and the workforce. We continue to



hear that there is a workforce shortage and that there are jobs available for college graduates, but many of those graduates aren't aware of this, and I attribute that disconnect to the lack of internship opportunities.

What attracts students to internships first and foremost is if they are paid. If an internship is unpaid at this point in time, most students will look elsewhere for a similar opportunity that has compensation tied to it. Secondly, students look to gain tangible experience in internships that they can put on their resume. From analyzing budgets at a finance firm, to researching the spread of a disease alongside doctors at a hospital, these are the experiences students need.

Something that I think is also important to bring to this conversation that I often find gets left out, is that these internships are good for the individuals in them, the development of the workforce in Wisconsin, but they are also advantageous for the businesses providing the internship. If an internship is created correctly, it should benefit the company, and brings pride to the individual doing that work. No student wants to be a part of an internship that includes busy work, minuscule tasks, and provides no benefit to the organization they are interning for. These internships must benefit all parties involved to have a lasting impact on the economy of Wisconsin, and to retain the state's top talent being educated here.

Overall, administering a program to award grants to businesses operating in this state for legal, human resources, and staff training expenses related to beginning an internship program would benefit the state, the UW-system, and students looking for internships in the state of Wisconsin. We know that the opportunities are here, we know that Wisconsin is moving forward, and that we can continue to build the Wisconsin economy by retaining the state's top talent that are educated here—in Wisconsin.

With that, I can take any questions.



Office of the President

1700 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706-1559
608-262-2321
rcross@uwsa.edu
www.wisconsin.edu

March 6, 2019

TO: Honorable Members of the Assembly Committee on Workforce Development

FROM: Ray Cross, UW System President

RE: Assembly Bill 12 Testimony- For Information Only

Thank you, Chairman Petryk and committee members, for holding this public hearing on AB 12, and thank you to Representative Rohrkaste and Senator Feyen for authoring this bill to support internships.

The knowledge gained in lecture halls, classroom discussions, study groups, and exams are critical to the university experience. However, classroom learning is only part of the equation. As I talk to students, I consistently hear about the need for internships. Students are often looking for that experience that will give them a foothold in the career of their choice. In addition, as I travel around the state, employers' consistent message is they want and need employees who think critically, operate creatively, work collaboratively, and possess an ability to adapt to change.

Internships build good work habits, teach responsibility, and broaden a student's experience in a professional setting. Internships also expand professional networks and increase the likelihood of an employer hiring that student after graduation. Wisconsin's economic success will be determined by our ability to prepare students for the workforce of the future and provide them with opportunities to keep them here in Wisconsin.

Eighty-five percent of UW System graduates stay in Wisconsin. We know the likelihood of them staying in the state increases every time a student gets an internship with a Wisconsin employer. This benefits the economy and keeps our state a great place to live. The latest iteration of the 2018 Internship & Co-op Survey¹, conducted by the National Association of Colleges and Employers, found that:

- For the second year in a row, employers reported positive hiring projections for interns and co-ops.
- The offer rate for interns is 59 percent and the acceptance rate is 77.3 percent, which is an increase from 2017.
- The retention rate for intern hires after one year is 70.6 percent for those who were hired within the organization and 65.8 percent for those interns who worked for another organization.
- By contrast, students with neither internship nor co-op experience have a 46.3 percent one-year retention rate.

One way UW System is working to influence the number of internships available is through the development of on-line modules that will offer businesses, especially small and mid-sized ones, with easy access to the tools, best practices and links to resources they can use to implement an internship program. This project is currently underway and is expected to be available before the end of the calendar year.

One of the goals of UW System's 2020FWD strategic framework is to provide every student with the opportunity to experience at least two high-impact learning practices, including internships. UW System and the State of Wisconsin have already collaborated to create stronger, more vibrant internships for our students. Again, thank you for holding this hearing. The UW System stands ready to help increase the number of these high-impact learning opportunities.

¹ Date collected November 8, 2017 – March 2, 2018 from NACE employer members. There were 309 respondents, which represented 29.1 percent of all eligible respondents.

ALVERNO COLLEGE
BELLIN COLLEGE
BELOIT COLLEGE
CARDINAL STRITCH UNIVERSITY
CARROLL UNIVERSITY
CARTHAGE COLLEGE
CONCORDIA UNIVERSITY
EDGEWOOD COLLEGE
HERZING UNIVERSITY
LAKELAND UNIVERSITY
LAWRENCE UNIVERSITY
MARIAN UNIVERSITY



WISCONSIN'S PRIVATE, NONPROFIT COLLEGES AND UNIVERSITIES
WORKING TOGETHER FOR EDUCATIONAL OPPORTUNITY

MARQUETTE UNIVERSITY
MEDICAL COLLEGE OF WISCONSIN
MILWAUKEE INSTITUTE OF ART & DESIGN
MILWAUKEE SCHOOL OF ENGINEERING
MOUNT MARY UNIVERSITY
NASHOTAH HOUSE
NORTHLAND COLLEGE
RIPON COLLEGE
ST. NORBERT COLLEGE
SILVER LAKE COLLEGE OF THE HOLY FAMILY
VITERBO UNIVERSITY
WISCONSIN LUTHERAN COLLEGE

TESTIMONY

By

Dr. Rolf Wegenke, President

Wisconsin Association of Independent Colleges and Universities (WAICU)

on

Assembly Bill 12

to

Assembly Committee on Workforce Development

March 6, 2019

Chair Petryk and members of the Committee, my name is Rolf Wegenke. I am President of the Wisconsin Association of Independent Colleges and Universities, or WAICU, the official organization recognized in state law as representing the 24 private, nonprofit colleges and universities in Wisconsin and their 56,000 students. Thank you for holding this hearing today and for your attention to the important issue of supporting internship programs and internship opportunities for Wisconsin students and for Wisconsin employers. I appear before you today to support this legislation and to share information on WAICU-member internship programs and career development initiatives.

I also want to thank you for the recognition in the "co-sponsorship memo" of WAICU-members and WAICU students and the great potential that exists for creating more internship opportunities in all post-secondary sectors.

There are over 30 different groups meeting under the WAICU umbrella. One such group is the Wisconsin Private College Career Consortium. This group represents the career services directors at each of the WAICU institutions working together to develop relationships with employers and bring the best internships and career opportunities to students. WAICU-members' career services offices work together to match potential employers with employees drawn from their student and alumni/ae base. One of their most prominent initiatives is the annual Workforce, Career and Internship Fair, which in 2018 drew nearly 1,000 students and alumni/ae and 185 employers and graduate schools. The 2019 fair took place on Tuesday, February 19 at the Wisconsin State Fair Park. WAICU career directors regularly meet together with employers to better understand how WAICU-member colleges and universities can better serve their workforce needs. The career services offices provide many other critical supports to students and alumni/ae including resume assistance and critique, networking and educational events and mock interviews for students. Some WAICU-members require internships for all students and others are offering multiple internship opportunities for students throughout their college careers. In short, WAICU has the "infrastructure" already in place and is eager to support the State of Wisconsin's goals for increased internships.

WAICU itself administers a nonprofit internship program. The program is supported through the generous donations of two Wisconsin foundations. For this program, interns complete 400 hours of service over 10 summer weeks and receive a \$2,000 stipend and \$3,000 scholarship. WAICU is invested in students' academic, professional, and personal development. In the most recent year, the WAICU program placed 23 students and received 96 applicants.

In addition, WAICU has created a joint jobs and internship website called WAICU Career Connect, to link with the State's own WisConnect website. WisConnect was mandated by the Legislature and is the official, state-sponsored site for college students looking for an internship in Wisconsin. The WisConnect website is for all college students in Wisconsin, and for Wisconsin businesses looking to promote or create internship programs.

WAICU strongly supports efforts to provide employers with grant opportunities to develop internship programs. The importance of a well-developed internship program cannot be overstated. According to the 2018 National Association of Colleges and Employers (NACE) survey, 59 percent of employers offered full-time positions to their interns, and 77 percent of students accepted those offers. That's a clear indication that internships work, for interns and employers in these times of workforce shortages, internships are proven, substantive ways to make a difference – both for the student and for employers.

Assembly Bill 12 provides that the Wisconsin Economic Development Corporation and the University of Wisconsin System jointly administer a program to award grants to businesses to develop an internship program. Because of the elaborate and extensive networks, both WAICU and the Wisconsin Technical College System have with both students and employers, I would suggest that you add the words to section 238.137, line 12 after the word administer..." in consultation with the Wisconsin Technical College System and the Wisconsin Association of Independent Colleges and Universities." It is neither practical or efficient to ask the University of Wisconsin System and the Wisconsin Economic Development Corporation to recreate or duplicate these already established networks in the other two sectors. It is time to work together.

I would be happy to answer any questions.