

The Vision

At the University of Michigan-Dearborn we currently **employ on average, 655 working learners per semester**. Given the necessity of paid work for our students, either due to visa restrictions or because of significant financial need, our university's goal is to have campus serve as the primary locus of employment. Given this commitment our vision is to have **campus jobs elevated to the kind of high-impact practice on par with capstone experiences, internships, and research opportunities.**

Our goal then is to provide a suite of best practices and assessments around campus student employment that will **provide our working learners with transferable skills, career preparation, social, professional, and emotional competencies to advance their academic and personal goals.** In addition, we are confident that keeping our eye on this goal will not only provide benefits for our students, but significant improvements for the units and offices where our students work and the supervisors, both staff and faculty, who work with students on a regular basis.

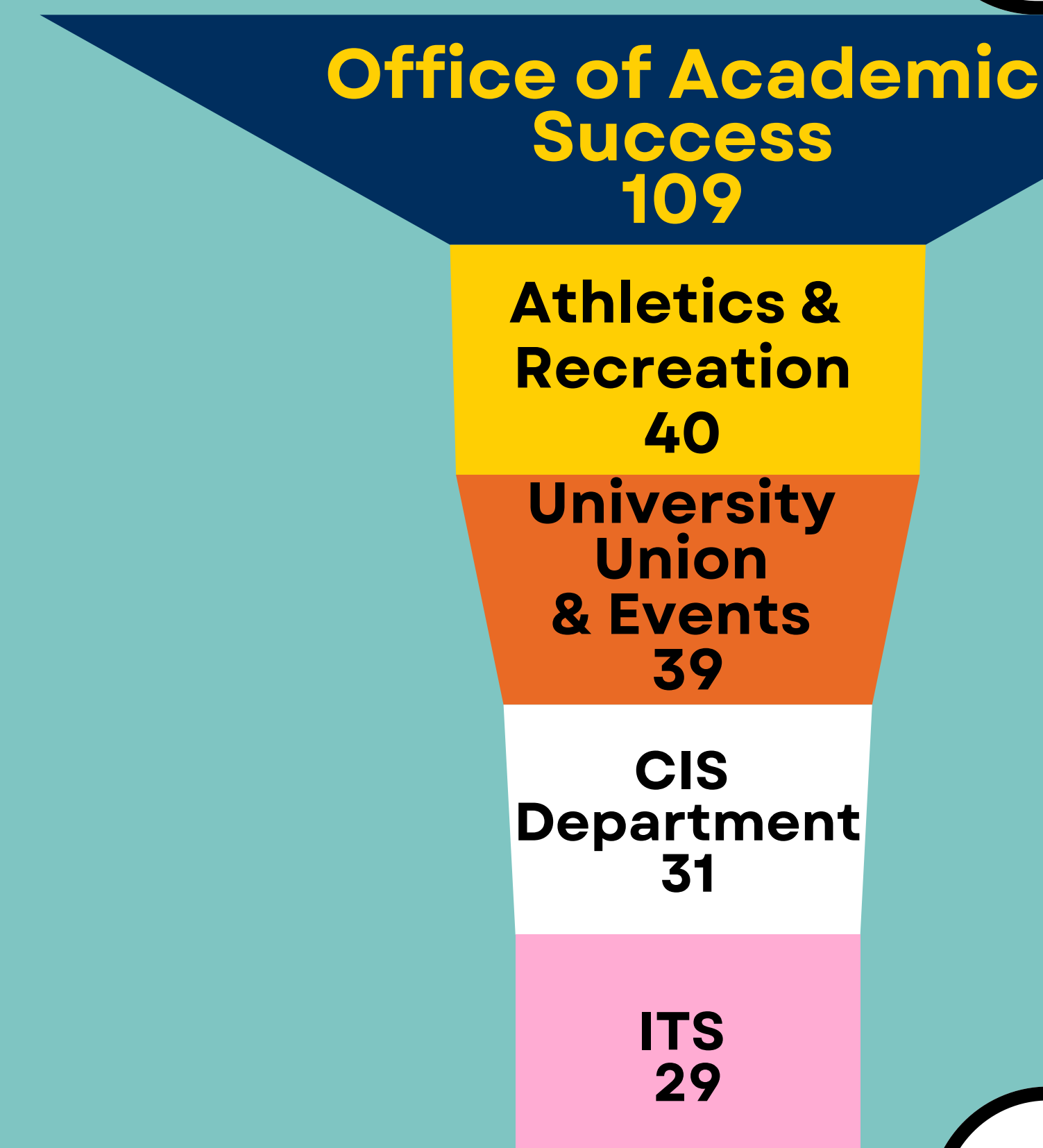
On-Campus Student Employment as a High Impact Practice

Kelsey Parker, Laurel Draudt, Jen Macleod

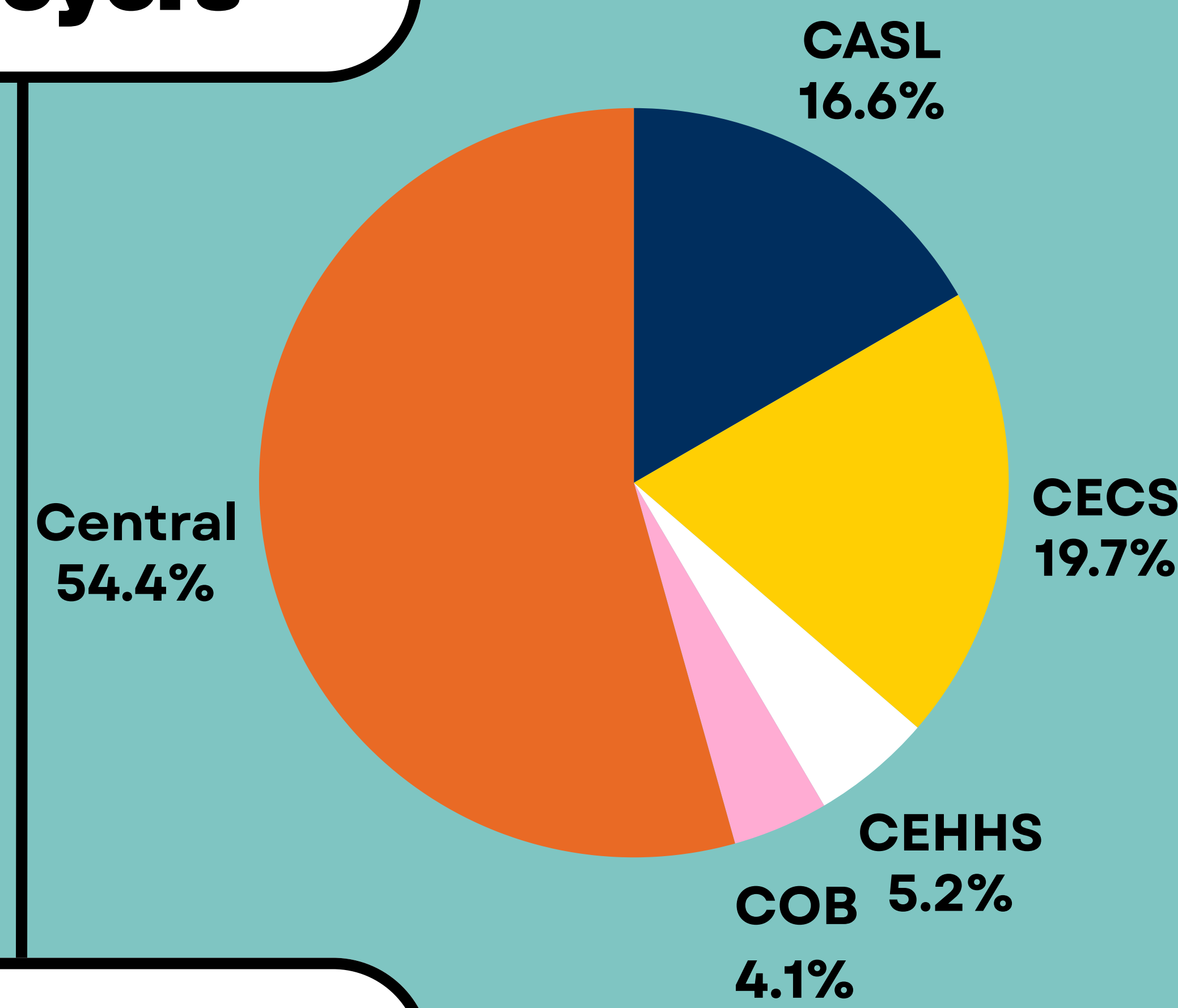
EXPERIENCE+

Did you know student employees make up 35% (N=655) of our campus workforce?

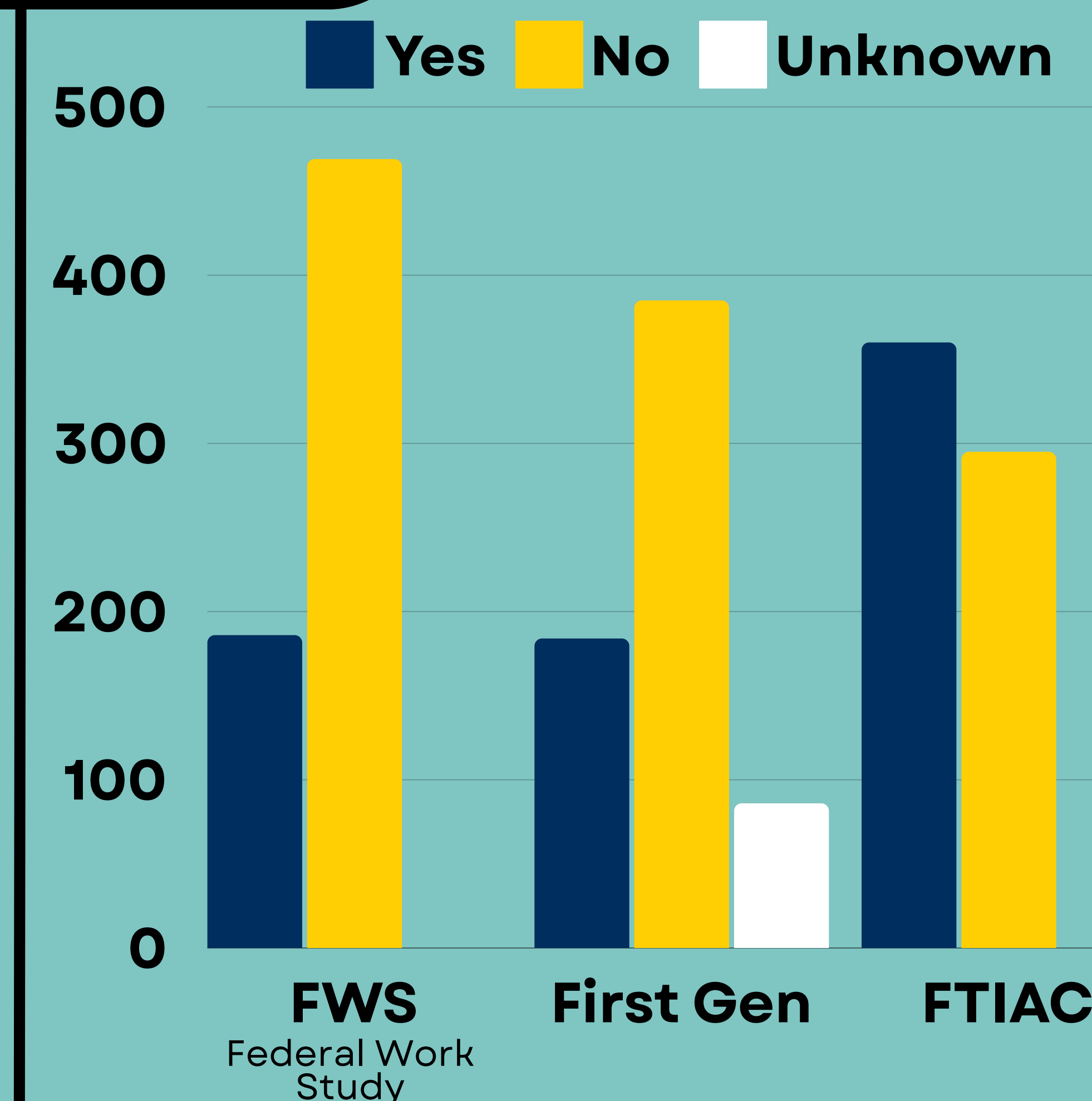
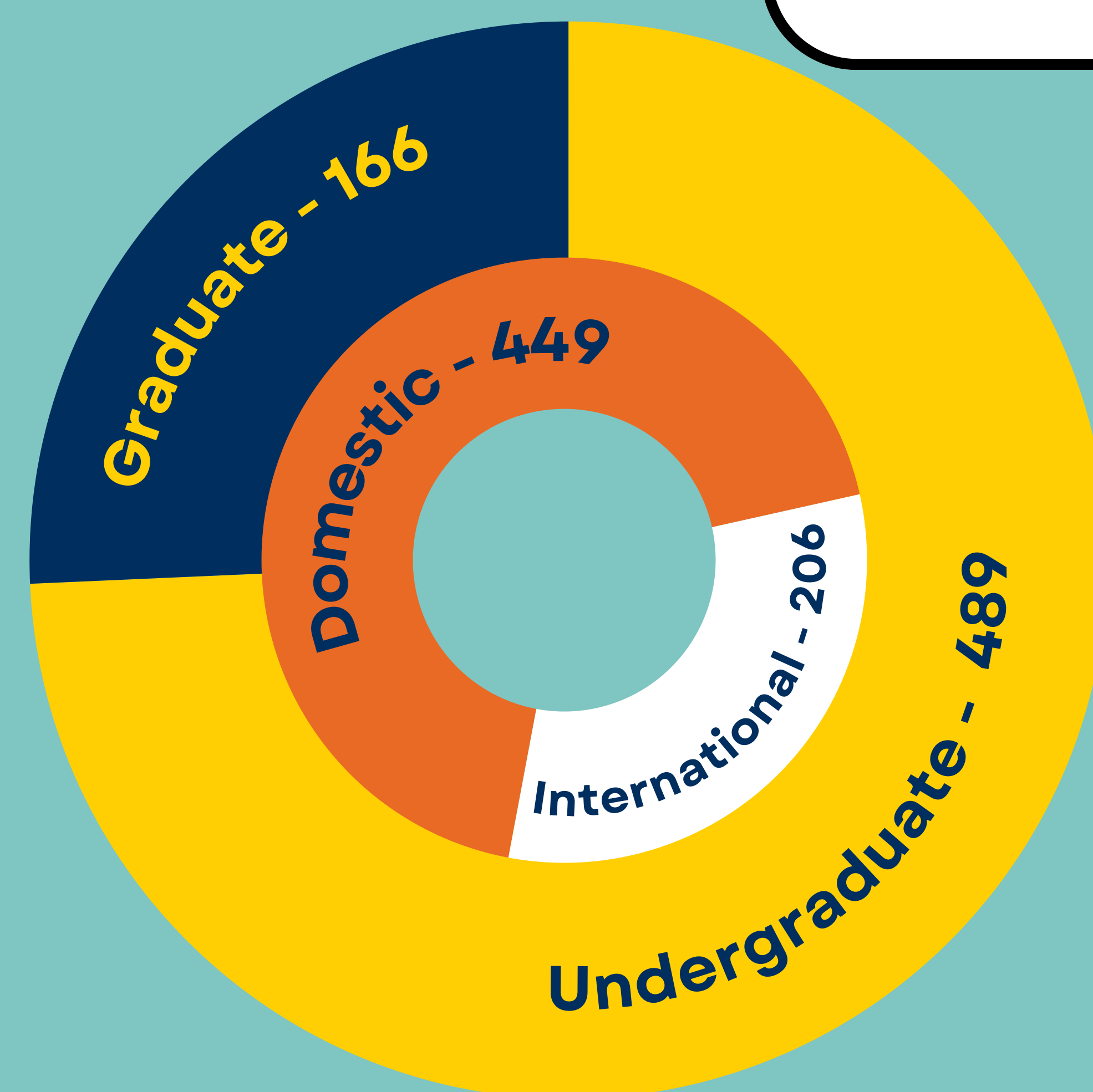
Top 5 Employers



Employers



Demographics



Wolverines@Work Pilot - Winter 24

In partnership with the Division of Student Affairs

1. Surveys
2. Check-ins
3. Digital Stories
4. Photo Journals
5. Professional Development

Reasons students applied

1. Money - 88%
2. Convenience - 75%
3. Personally interested in the position - 75%
4. Flexibility the position offers - 66%
5. Getting connected to campus - 66%

25 students applied to 1-3 jobs
4 students applied to 4-6 jobs
3 students applied to 20+ jobs

81% work in-office, in-person vs. 19% hybrid

22% work off campus in addition citing **money** as the main reason

Student Employment Advisory Council

- Experience+
- Career Services
- Human Resources
- Office of Academic Success
- One-Stop
- Athletics
- University Union & Events
- Financial Aid

Formed in October 2023

Projects

1. Revising Student Handbook
2. Auditing 150 student job postings
3. Appreciation Initiatives

Grant Funded

\$60,000+

award to UM-Dearborn to support these initiatives

TheWork+ Collective



EDUCATION NETWORK®