

APPROVED
MARCH 1, 2016

Item #V-15
March 1, 2016

**ILLINOIS COOPERATIVE WORK STUDY PROGRAM
FISCAL YEAR 2016 GRANT ALLOCATION**

Submitted for: Action.

Summary: The Illinois Cooperative Work Study (ICWS) Program provides grants to public and nonpublic colleges and universities to support education-related work experiences that benefit students academically and financially. Colleges and universities, in cooperation with public and not-for-profit agencies and private companies, provide paid work experiences to Illinois college and university students. The ICWS program supports Goal 2 of the *Public Agenda* by allowing students to reduce their reliance on student loans while providing a link between academic programs and employment. The ICWS program supports Goal 3 of the *Public Agenda* by prioritizing work study opportunities for students seeking degrees in high-demand fields. Finally, the ICWS program supports Goal 4 of the *Public Agenda* by increasing the pool of funds for job training, which can result in businesses expansions in Illinois and full-time employment for students after graduation.

The 49 projects that have applied for funding in this item will support academically-related work experiences for a projected 1,366 students at 540 businesses and not-for-profit organizations. Participating employers provide a matching fund commitment that serves to extend the base funding support provided by the Illinois Cooperative Work Study Program.

The ICWS program continues to demonstrate good results. According to interim evaluation reports for the 2013-2014 school year, 63 percent of the students participating in the work study program who were seeking permanent employment in Illinois were hired for permanent employment.

In Fiscal Year 2015, \$1,089,400 was appropriated to IBHE that provided funding to 58 colleges and universities administering the ICWS program. It is anticipated that a similar distribution will occur in the current fiscal year but the appropriation amount is unknown. However, IBHE staff recommends the Board's approval of the ICWS distribution at its March 1 meeting so that there will not be any unnecessary delays in releasing the funds once a Fiscal Year 2016 budget is enacted.

Action Requested: That the Illinois Board of Higher Education authorizes the Executive Director to distribute grant awards equitably to eligible ICWS program applicants to support academically related work experiences and promote permanent employment within the State of Illinois.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

**ILLINOIS COOPERATIVE WORK STUDY PROGRAM
FISCAL YEAR 2016 GRANT ALLOCATION**

This item requests approval to determine the allocation of grants to eligible programs participating in the Illinois Cooperative Work Study Program (ICWS). The ICWS Act authorizes the Illinois Board of Higher Education to award grants to public and nonpublic institutions of higher education to support cooperative work study programs. The ICWS program provides opportunities for students to apply the theory learned during their educational preparation to the world of work. Institutions seek internships that will assist the students financially, provide relevant clinical work experiences in occupations related to their field of academic study, and lead to future employment. Institutions arrange internships and provide Work Study funds to employers who in turn pay the salaries of the interns. Most employers contribute up to 50 percent of an intern's salary.

The ICWS program supports the *Public Agenda* goals:

Goal 2 by allowing students to reduce their reliance on student loans while providing a link between academic programs and employment;

Goal 3 by prioritizing work study opportunities for students seeking degrees in high-demand fields; and

Goal 4 by increasing the pool of funds for job training, which can result in businesses expansions in Illinois and full-time employment for students after graduation.

Program Objectives

- Expand opportunities for students to pursue internships, clinical placement, cooperative programs with business and industry, and other work opportunities linked to a student's academic program;
- Strengthen cooperation between higher education, business, industry, and government;
- Encourage social and community service;
- Maximize the use of matching contributions from business and industry and governmental and social agencies;
- Create new opportunities for public/private partnerships;
- Integrate other components of student financial aid to reduce reliance on student loans; and
- Encourage students to seek permanent employment in Illinois.

Institutional and External Support

The ICWS proposals target internship opportunities based on local community needs and labor market demands. Institutions provide strong support services to the student interns and dedicated institutional supervision of the interns. Institutions also have developed comprehensive program evaluation strategies to measure program impact. In so doing, all institutions provide an in-kind institutional match to administer the ICWS program on their campuses.

Employers that participate in the program express extreme pleasure in the quality of the interns who are placed in their businesses. Employers are pleased to employ properly trained, well-educated interns at a reduced cost of normal wages. Most participating employers have agreed to provide up to 50 percent of the wage that is ultimately paid to the students. According to interim evaluation reports for the 2013-2014 school year, 63 percent of the students participating in the work study program who were seeking permanent employment in Illinois were hired for permanent employment.

Review Criteria

The 49 cooperative work study proposals that are represented in this item are requesting \$1.8 million in funding. IBHE received nine less proposals from the prior year. The prospective projects will support a projected 1,366 students at 540 businesses and not-for-profit organizations. Each proposal was reviewed and evaluated in accordance with the following criteria as presented in the Fiscal Year 2016 application:

Workforce and Economic Development – How well does the proposal provide clear evidence of addressing issues relative to workforce and economic development, i.e., strengthening cooperation among higher education institutions, K-12 education, business, industry, and government; creating opportunities for public/private partnerships; and encouraging students to seek permanent employment in Illinois?

Leveraging Resources – How well does the proposal provide clear evidence of integrating other resources, i.e., integrating other components of financial aid to reduce reliance on student loans; maximizing the use of matching contributions from business, industry, and government; and showing alignment between the Cooperative Work Study Program and other campus work study programs?

Enhances Academic, Employment, and Community Relationships – How well does the proposal enhance academic, employment, and community relationships, i.e., expanding student internships linked to a student's academic field and encouraging social and community service?

Program Articulation – How well does the proposal articulate the administrative requirements for the program, i.e., the student selection process; the relationship between students, faculty, and employers; and clearly define responsibilities for student supervision and evaluation?

Evaluation Process – How well does the proposal describe the evaluation and assessment measures used to assess the effectiveness of the activities in relation to the goals and objectives, i.e., providing clearly stated performance measures; clearly stating tracking information for follow up of students; and providing an interim evaluation for previously funded projects?

Budget – How well does the budget support the proposed project objectives, i.e., the budget is cost effective and consistent with the scope of the proposed objectives; and the budget reflects maximized use of matching contributions?

In addition to the review criteria listed in the Request for Proposal, the projected number of students served was a factor in the recommended allocation of grants.

Accountability

The ICWS grantees are required to meet several accountability requirements. These requirements include: (1) a performance evaluation; (2) employer commitments; (3) a project budget; and (4) an annual audit. These measures serve to demonstrate program accountability and compliance with ICWS guidelines.

Recommendations

Table 1 presents a summary of estimated students served and requested award amounts by institution. The accompanying project synopses provide an overview of the project activities planned for each of the Fiscal Year 2016 ICWS proposed projects.

The staff recommends adoption of the following resolution:

The Illinois Board of Higher Education hereby authorizes the Executive Director to allocate the fiscal year appropriations for the Illinois Cooperative Work Study grants as specified by the statute and administrative rule. The Board authorizes the Executive Director to:

1. *Continue to monitor and determine eligibility of institutions pursuant to the statute (110 ILCS 225) and the rules implementing that statute (23 Ill. Adm. Code 1015);*
2. *To withhold payment or adjust a grant allocation, if necessary, to conform to existing statute, rule, or available funding or to assure compliance with any previous grant agreements;*
3. *Equitably distribute grant awards to eligible ICWS institutions:*
 - a. *Expand opportunities for students to pursue internships, clinical placement, cooperative programs with business and industry, and other work opportunities linked to a student's academic program;*
 - b. *Strengthen cooperation between higher education, business, industry, and government;*
 - c. *Encourage social and community service;*
 - d. *Maximize the use of matching contributions from business and industry and governmental and social agencies;*
 - e. *Create new opportunities for public/private partnerships;*
 - f. *Integrate other components of student financial aid to reduce reliance on student loans; and*
 - g. *Encourage students to seek permanent employment in Illinois.*
4. *Re-allocate funds between projects, fund other projects as necessary, and allocate any remaining funds at the end of the fiscal year.*

Illinois Board of Higher Education Illinois Cooperative Work Study Program Fiscal Year 2016 Applicant Requests					
Item #	Institution Name	Students to be Served	FY2015 Awarded Amount	FY2016 Requested Amount	FY2016 Awarded Amount
1	Augustana College	35	\$ 36,826	\$50,000	To be determined
2	Aurora University	36	\$ 10,522	\$45,730	To be determined
3	Bradley University	53	\$ 45,287	\$50,000	To be determined
4	College of DuPage	37	\$ 22,797	\$50,000	To be determined
5	College of Lake County	32	\$ 20,699	\$50,000	To be determined
6	Concordia University Chicago	75	\$ 29,116	\$50,000	To be determined
7	Danville Area Community College	3	\$ 8,768	\$8,180	To be determined
8	Dominican University	64	\$ 44,386	\$50,000	To be determined
9	Eastern Illinois University	34	\$ 31,565	\$49,994	To be determined
10	East-West University	53	\$ 26,000	\$49,674	To be determined
11	Elgin Community College	20	\$ 6,767	\$41,500	To be determined
12	Elmhurst College	39	\$ 35,139	\$50,000	To be determined
13	Governors State University	28	\$ 29,591	\$50,000	To be determined
14	Greenville College	25	\$ 22,354	\$49,998	To be determined
15	Heartland Community College	9	\$ 7,891	\$21,235	To be determined
16	Illinois College	24	\$ 21,339	\$21,339	To be determined
17	Illinois Eastern - Lincoln Trail	23	\$ 13,152	\$50,000	To be determined
18	Illinois State University	45	\$ 32,365	\$50,000	To be determined
19	Illinois Wesleyan University	42	\$ 27,741	\$44,000	To be determined
20	John A. Logan College	24	\$ 17,387	\$30,000	To be determined
21	John Wood Community College	26	\$ 26,305	\$29,184	To be determined
22	Joliet Junior College	12	\$ 12,677	\$28,046	To be determined
23	Kaskaskia College	9	\$ 9,247	\$19,305	To be determined
24	Lake Land College	22	\$ 21,617	\$42,240	To be determined
25	Lewis & Clark Community College	17	\$ 19,419	\$15,100	To be determined
26	Lewis University	21	\$ 9,935	\$48,465	To be determined
27	Lincoln Land Community College	50	\$ 14,663	\$15,000	To be determined
28	MacMurray College	12	\$ 7,693	\$8,000	To be determined
29	Methodist College	10	\$ 18,006	\$50,000	To be determined
30	Millikin University	8	\$ 13,152	\$15,000	To be determined
31	Northeastern Illinois University	20	\$ 18,913	\$50,000	To be determined
32	Northern Illinois University	60	\$ 38,580	\$50,000	To be determined
33	Oakton Community College	32	\$ 24,640	\$50,000	To be determined
34	Parkland College	12	\$ 9,935	\$48,000	To be determined
35	Quincy University	35	\$ 28,666	\$38,000	To be determined
36	Rend Lake College	20	\$ 21,527	\$37,000	To be determined
37	Richland Community College	18	\$ 18,494	\$25,000	To be determined
38	Rockford University	12	\$ 9,935	\$13,193	To be determined
39	Roosevelt University	9	\$ 19,043	\$26,000	To be determined
40	Shawnee Community College	12	\$ 16,660	\$34,485	To be determined
41	South Suburban Coll. of Cook Co.	7	\$ 4,577	\$11,000	To be determined
42	Southern Illinois University Edwardsville	31	\$ 18,494	\$50,000	To be determined
43	Southwestern Illinois College	16	\$ 14,029	\$25,260	To be determined
44	St. Xavier University	20	\$ 9,639	\$38,250	To be determined
45	Triton College	41	\$ 20,167	\$50,000	To be determined
46	U of I at Chicago	30	\$ 9,107	\$50,000	To be determined
47	U of I at Springfield	54	\$ 23,118	\$50,000	To be determined
48	U of I at Urbana/Champaign	24	\$ 21,920	\$46,616	To be determined
49	Waubonsee Community College	25	\$ 13,000	\$17,378	To be determined
Total		1,366	\$ 982,852	\$1,842,172	

FY2016 ILLINOIS COOPERATIVE WORK STUDY SYNOPSES

Institution: Augustana College

Project Title: Augustana College Emerging Professionals Internship Program

Project Director: Ms. Karen M. Petersen
Director, Employer Relations and Internships
CORE: Career Development
Augustana College
639 38th Street
Rock Island, IL 61201
(309) 794-7456
karenpetersen@augustana.edu

Recommended Amount: To be determined

Project Synopsis: Augustana continues its commitment to the Emerging Professionals grant program, with an expanded reach to both companies and interns as part of the Augustana 2020 Strategic Plan initiative seeking enhanced preparation of all graduates. The Illinois Cooperative Work Study Program is directly aligned with two of the three strategic directions of the college: to develop new relationships and resources so all students will have the knowledge, confidence and specific tools to pursue their vocational calling by connecting their education to their post-graduate goals and to increase access to college by improving affordability and enhancing value. Our assessment has shown that the Program continues to meet the goals of IBHE and Augustana and has been successful in retaining well educated young professionals in Illinois after graduation.

The Emerging Professionals Program matches Illinois-resident undergraduates with Illinois companies and organizations in their career fields to encourage them to view work in the state as a viable and attractive career choice. In particular, we place pre-professional students in professional work situations so they begin to apply their classroom knowledge to work situations. In addition to helping businesses and nonprofits develop talent who will be well prepared to fill their employee pipeline, the Emerging Professionals Program also supports two of the three main directions of Augustana's strategic plan: enhanced student preparation and integrated learning experiences.

In a 2013 survey of employers by the Society for Human Resource Management, there was a "widespread dissatisfaction with recent graduates' perceived job readiness as well as a technical skills mismatch between the applicant and the job requirements." Fifty percent of the respondents cited graduates lack professionalism or work ethic as their chief complaint. The Emerging Professionals Program is a key source of funding to help students build the skills necessary for their profession; develop a passion for meaningful, rewarding work; and understand the work ethic required to begin a successful career.

We recognize and appreciate the positive impact that the Emerging Professionals Program has had on the growth and sustainability of our internship program and thank you for your confidence in our mission and our direction as we help prepare the workforce of tomorrow.

Institution: Aurora University

Project Title: Creating Connections to Careers in Illinois

Project Director: Ms. Tory Nair
Director of Career Services
Aurora University
347 South Gladstone Avenue
Aurora, IL 60506
(630) 844-5404
tnair@aurora.edu

Recommended Amount: To be determined

Project Synopsis: Aurora University (AU) will continue to build and expand its Career Connections program with the goal to connect students with paid internships that are linked to their academic fields of interest and will lead to permanent employment in Illinois. Career Connections will provide new internship opportunities, along with build on existing opportunities, creating and strengthening relationships with local organizations, both in the private and non-profit sectors. These opportunities will be available to students in a variety of majors, such as business, marketing, finance, accounting, computer science, education, and communication.

This year's Career Connections program has 11 participating organizations, offering nearly 40 paid internships through multiple semesters. Matching funds (50/50 for profit, 60/40 nonprofit) will be maximized for Career Connections to support student wages, giving interns the opportunity to earn over \$80,000 in wages to offset the costs of education and rely less on students loans. With over 97 percent of students qualifying for financial aid per FAFSA, AU students often work in jobs unrelated to their major or are not able to complete internships due to financial constraints. This program will provide paid internships at a minimum wage of \$10 an hour, which will both reduce reliance on loans but also increase employability for participating students.

In conjunction with the Career Connections program, AU has launched a junior mentoring initiative, which connects students with faculty mentors within a given program and emphasizes the importance of participation in high-impact practice, such as internships, studying abroad, and research opportunities. Career Connections will offer internships for those desiring credit toward graduation, as well as internships in the biology, education, computer science, and communication fields that do not require internships. Internships in these high-demand fields will allow students to be competitive in the current job market. Students will strengthen problem-solving, and oral and written communication skills in a professional work environment, as well as gain skills and experience related to their field of choice

Institution: Bradley University

Project Title: FY2016 Illinois Cooperative Work Study Program Grant

Project Director: Ms. Dawn M. Koeltzow
Director, Springer Center for Internships
Bradley University Smith Career Center
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(309) 677-2510
dkoeltzow@bradley.edu

Recommended Amount: To be determined

Project Synopsis: The proposed Bradley University Fiscal Year 2016 Illinois Cooperative Work Study Program will provide new and expanded Cooperative Education/Internship opportunities for students in the areas of Education, Engineering, Mathematics, Communications, Physical Sciences, Business, Management, Marketing, Nursing, Health, and Computer Information. It is projected that the 2016 Work Study Program will support a total of 53 Co-op/Internship placements for Bradley University students. These outstanding opportunities, with Illinois employers, will benefit students academically, professionally, and financially. Students will complement their academic programs by gaining invaluable, career-related work experience, establish networking contacts, and become more familiar with full-time career options in Illinois. Bradley's post-destination Graduate Report will track the success of graduates accepting employment in Illinois. Bradley students will have opportunities to earn \$97,000 in wages, enabling them to offset the cost of college expenses and to be less dependent on loans. Program outcomes will successfully support Goal 2, Goal 3, and Goal 4 of the Illinois *Public Agenda*.

Bradley's Cooperative Work Study Program will support the University's efforts to build strong relationships with business, industry, and community service agencies. The project will establish new relationships with Co-op/Intern employers, expand and strengthen existing relationships, and continue relationships established with previous years' grant funds. Twenty-two Illinois employers have submitted letters of intent indicating their interest in offering career-related opportunities to students in various academic programs. The proposed budget will maximize the use of matching contributions from these employers. Work experiences will be reviewed by faculty/career advisors to ensure that placements are linked to students' academic progress.

Institution: College of DuPage

Project Title: FY2016 College of DuPage ICWS

Project Director: Dr. Barbara Abromitis
Director, Grants and Development
College of DuPage
425 Fawell Boulevard
Glen Ellyn, IL 60137
(630) 942-6309
abromitisb@cod

Recommended Amount: To be determined

Project Synopsis: College of DuPage (COD) proposes the creation of cooperative work-study positions for a minimum of 37 students in the fields of information technology, culinary and hospitality. Nine established DuPage County employer-partners have committed to hire, supervise, and evaluate COD student, and the internships will provide opportunities for students to apply the concepts and skills learned in the classroom setting, as well as to strengthen partnerships between COD and area businesses, provide community service opportunities, and encourage students to seek employment in Illinois.

The following objectives will be achieved: (1) an estimated 37 students will complete cooperative work-study experiences; (2) an estimated nine employer-partners in three fields will create paid internships for COD students; (3) community service opportunities will be available as a part of the experience; (4) 100 percent of participating employer-partners will contribute 50 percent of the intern's hourly wages; (5) at least 50 percent of the employer-partners will hire staff they would not normally be able to hire because of this program; (6) 100 percent of participating interns will receive information about alternative financial aid options; and (7) at least 75 percent of internship duties will be pre-professional in positions with businesses or industries that project long-term job growth in the greater Chicago area, leading to possible permanent employment in Illinois.

Evaluation will be both formative and summative, and data will be collected in an ongoing fashion as project activities are implemented. The number of students and employers, wage information, matching wage commitments, permanent Illinois hires, and feedback from employers, students, and faculty advisors will be captured in the internship program database. All employer and student records are archived upon completion of the internship

Institution: College of Lake County

Project Title: College of Lake County Cooperative Work Study Program

Project Director: Ms. Sylvia M. Johnson Jones
Executive Director, Career and Placement Services
College of Lake County
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Grayslake, IL 60030
(847) 543-2404, extension 1198
nsmith@clcillinois.edu

Recommended Amount: To be determined

Project Synopsis: The College of Lake County's proposed Illinois Cooperative Work Study Program, consistent with section 1015.40 of the program guidelines, will serve an increased number of students, 32, by:

- Expanding opportunities for students to pursue internships, cooperative programs with local businesses, employers, and organizations linked to students' academic programs;
- Strengthening cooperation and promoting partnerships among the college, local businesses, employers, organizations, and government;
- Maximizing the use of contributions from employers, and agencies participating in the program, to support student wages;
- Integrating other components of student financial aid to reduce reliance on student loans;
- Supporting work experiences for students in academic programs such as computer science, education, mathematics, health, and business;
- Encouraging students to seek permanent employment in Illinois; and
- Providing students with relevant work experience for current and future jobs.

The College of Lake County assures that neither its current cooperative education program nor the Illinois Cooperative Work Study Program, which would enhance the college's program, serve any sectarian purpose. Furthermore, the college assures that no partisan political activity would be associated with the program, that it will comply with applicable state and federal laws, and that it would supplement, but not supplant, the college's existing cooperative education program.

Institution: Concordia University Chicago

Project Title: Enhancing Relationships for Workplace Development through Work Study

Project Director: Mr. Gerald P. Pinotti
Director, Career Services
Concordia University Chicago
7400 Augusta
River Forest, IL 60305
(708) 209-3032
jerry.pinotti@cuchicago.edu

Recommended Amount: To be determined

Project Synopsis: Concordia University Chicago is seeking support for internship opportunities for as many as 75 students. Student participation will come largely from our successful School of Education, as well as College of Business and College of Health Sciences. These majors represent areas of particular shortage in the marketplace as well as projected growth in those areas. The primary focus is on the Early Childhood and Primary level of Education. We also are attempting to address needs in the Health Care and Exercise Science/Rehabilitation majors as well as business management. The Concordia Program is designed to promote and encourage Illinois residents to develop an active learning relationship in their major. The program also has enabled students to pursue opportunities by partnering with the private sector, government, and nonprofit agencies, with the ultimate goal of finding full employment. This practical experience supports our ultimate goal of securing employment opportunities and networking opportunities for our students. Taking part in the Work Study Grant Program allows institutions like ours with limited resources to serve our students better which is not easily accomplished at a small private institution like ours. We provide the student with unlimited access to a wide variety of learning experiences and professional networking opportunities. This access is due largely to the Work Study Grant, and would not happen to the degree it does without it. The generous support of the state allows faculty and staff here at Concordia to better prepare our students for the workforce and makes them better candidates to be selected for employment. The grant offers assistance to students representing fields of study with the greatest possibility for meaningful employment, it allows us to analyze and get relevant current workforce information, which will allow us to better prepare our students for employment selection. We will not use state funds on areas of no or little growth and we chose to make a positive impact on the State economy and workforce development. As a result of the feedback we receive faculty and staff have responded by improving curriculum and by reflecting the importance of experiential learning and in accord with the desired outcomes and objectives of our industry partners. Overall, the presence of the Illinois Cooperative Work Study Program has fueled the creation of programs and systems tailored to serve our students better. We are now better equipped to proactively address employment related issues in the context of student development. Participation in this program has improved our students' ability to integrate classroom knowledge and practical workplace experience. They are now better prepared to enter and succeed in the Illinois workforce.

Institution: Danville Area Community College

Project Title: SHARE: Scholars Hands-on Approach Relevant to Employment

Project Director: Ms. Carla M. Boyd
Director, Career and Employment Services
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Danville, IL 61832
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cboyd@dacc.edu

Recommended Amount: To be determined

Project Synopsis: The Illinois Cooperative Work Study Program (ICWSP) is a strong component in work-based learning at Danville Area Community College (DACC). With the ICWSP grant and the cooperative efforts of DACC and local businesses, students who are Illinois residents are recommended to participate if they have one or more of the following traits: an interest in hands-on learning, a financial need, and / or a desire to work in the surrounding community. Fiscal Year 2016 project goals include:

1. Expand internship opportunities for students by creating, promoting, and strengthening partnerships between education, business, industry, and governmental agencies;
2. Increase students' earning potential while decreasing student loan dependency;
3. Increase students' awareness of local employment opportunities thus encouraging students to seek jobs within the community and state, while making them 'labor-ready'; and
4. Enhance student academic performance and retention by matching students with employment opportunities in their chosen career.

On the recommendation of Faculty, Division Deans, Career Services, and Financial Aid representatives, students will be placed in an occupational experience according to their educational plan. Both the needs of the student and business are taken into careful consideration when placing a student. Once a student is in a position the student will gain a better understanding of the correlation between theory and hands-on application. The whole education-to-work process comes full circle, with improved grades, increased self-esteem, and lightened educational expenses due to the assistance of the Illinois Cooperative Work Study Program.

Institution: Dominican University

Project Title: The CAREERNET Project

Project Director: Ms. Sherri Wick
Assistant Director, Career Development
Dominican University
7900 West Division Street
River Forest, IL 60305
(708) 524-6567
swick@dom.edu

Recommended Amount: To be determined

Project Synopsis: This year marks the 22nd anniversary of Dominican University's highly successful CAREERNET internship program. The main goals of this program are to assist students in acquiring paid internship experiences that are academically relevant to their major field of study, reduce reliance on financial assistance, encourage civic engagement and community based learning, and to encourage students to seek permanent employment in Illinois upon graduation.

The CAREERNET program has allowed us to establish new business and community partnerships and has continued to strengthen existing relationships with both large and small employers in both public and non-profit organizations. This year, the requested funding will be used once again as matching funds to support student wages for 64 academically relevant internship experiences, as well as provide one-time stipends to ten students who complete unpaid internships. Junior and senior level students are able to earn up to eight academic credit hours by successfully completing an internship in their major field of study.

Upon completion, students will have a better understanding of their skills and abilities, as well as a clearer goal of potential careers and practical experience outside of the traditional classroom. This program includes a thorough evaluation component with the students' performance closely monitored by their faculty internship advisor, their employment supervisor, and career advisors.

Institution: Eastern Illinois University

Project Title: FY2016 Illinois Cooperative Work Study Program – EIU

Project Director: Ms. Linda Moore
Director and Grant Administrator, Career Services
Eastern Illinois University
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1301 Human Services Center
Charleston, IL 61920
(217) 581-2412
rdterwilliger@eiu.edu

Recommended Amount: To be determined

Project Synopsis: The Illinois Cooperative Work Study (ICWS) program, administered by the Illinois Board of Higher Education, will be utilized by Eastern Illinois University (EIU) to develop the career readiness of Illinois residency students while simultaneously supporting the Illinois economic climate. This grant is designed to partially offset the wages paid to the student by an Illinois employer. The offset provides some relief to employers as they partner with EIU develop highly-skilled new professionals, who will ultimately support a stimulating business climate in Illinois. A strong and talented workforce is essential to keeping Illinois employers on the cutting edge of their respective industries and the ICWS grant helps to maintain a strong learning environment through a collaborative approach toward workforce development between the university and the business community.

A variety of industries and geographic regions throughout the State of Illinois will benefit from the collaboration supported by the ICWS grant. Employers located from Chicago suburbs to southern Illinois are collaborating with EIU. Each employer will provide a minimum of 50 percent of total student salaries with the ICWS program providing a maximum of 50 percent of total student salaries. Participating students will be exposed to employment opportunities within the State of Illinois thereby helping to retain residency of our best workforce talent. Further, students will benefit from this experience making informed and efficient decisions about their academic courses thereby reducing time to degree and their reliance on loans to finance their education.

Institution: East-West University

Project Title: Project V.O.I.C.E.

Project Director: Ms. Barbara Abrajano
Director of Development and Community Engagement
Department of Development and University Relations
East-West University
816 South Michigan Avenue
Chicago, IL 60605
(312) 939-0111, extension 1819
babrajano@eastwest.edu

Recommended Amount: To be determined

Project Synopsis: East-West University, a predominately minority-serving private higher education institution located in Chicago's South Loop seeks to partner with local companies, not-for-profit agencies and other Chicago employers to provide the Illinois Cooperative Work Study (ICWS) Program to its currently enrolled Illinois resident college students. The program is critical to workforce and economic development, including strengthening cooperation between higher education institutions, K-12 education, business, industry and government; and creating new opportunities for public/private partnerships. Graduates will be encouraged to seek permanent employment in Illinois through the University's proposed Project V.O.I.C.E. (Vocational Opportunities in Community Employment). This year's proposed Project V.O.I.C.E. has so far engaged 12 local businesses, community organizations, and cultural institutions with 53 students who will have the opportunity for professional work experience through ICWS funds in the Fiscal Year 2016 grant period.

East-West University will partner with employers in Chicagoland to provide students with valuable industry experience while attending college. Goals of the program include:

- Increased opportunities for full-time employment in Illinois;
- Increased student awareness of job skills needed to compete in today's global, competitive workplace;
- Increased workplace preparation skills, leading to a greater opportunity for full-time employment upon graduation;
- Improved university-community relationships;
- Increased involvement and service to the community for current college students; and
- Exposure of disadvantaged and first generation college students to the professional world of work.

Institution: Elgin Community College

Project Title: Career Connect

Project Director: Ms. Kathy Meisinger
Internship Coordinator
Career Development Services
Elgin Community College
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Elgin, IL 60123
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Recommended Amount: To be determined

Project Synopsis: Raising The Standard of Professionalism or the Future Workforce: Elgin Community College's (ECC) centralized internship program works in conjunction with degree and certificate credit required internship or field experience and work study programs in order to reach its stated mission. With the addition of the Illinois Cooperative Work Study Program (ICWS) funding, ECC is able to expand Illinois workplace experiential learning to programs to benefit both Illinois employers who would not otherwise be able to hire and students who need to work to fund their educations as well as gain experience in their chosen fields to build employability.

The Fiscal Year 2016 ICWS Program will allow ECC to increase opportunities for up to 20 students, based upon award amount, to reduce their financial burden and reliance on loans while increasing their employability upon graduation, strengthening skills learned in the classroom, and building a professional network in order to remain employed in Illinois upon graduation.

Illinois Cooperative Work Study Program funds are essential for ECC's diverse population of students, many of whom work while completing college coursework relying on student loans to achieve their educational goals. Elgin Community College's award winning required loan meetings has resulted in decreased student reliance on student loans and an increase in the amount of paid opportunities in fields of local talent shortages supported by this grant further reduces that reliance. All student served by the program will have already been assessed by financial aid or are referred to identify additional funding resources and scholarships.

Through matching funds, Illinois employers gain increased productivity and business growth otherwise not possible. Multiple Illinois employers have reported that they would not be able to increase their business without the support of increased workforce not possible without grant funding. At least 50 percent of employers using the funding will hire staff they would not have hired without Illinois funding. In addition to the committed employers in this application, additional funds received will allow for new employer connections in the labor shortage areas of engineering, manufacturing, IT, finance, and business management.

Career Connect will continue to be administered and evaluated out of the Career Development Services office by the internship coordinator with support from the Financial Aid office, faculty, and administration. The coordinator will facilitate employer outreach, faculty interaction, student marketing, and assessment of learning outcomes as well as tracking relevant data points including

intern and program evaluations and assessments, student evaluations and learning objectives, goal completion, program results, and employment tracking.

Institution: Elmhurst College

Project Title: JOBPATH

Project Director: Ms. Holly L. Coffin
Assistant Director, Internships
Elmhurst College
190 Prospect Avenue
Elmhurst, IL 60126
(630) 617-6457
hollyc@elmhurst.edu

Recommended Amount: To be determined

Project Synopsis: The Elmhurst College JOBPATH program seeks to provide purposeful job internships for 39 students in Illinois companies and organizations. These internships would provide meaningful learning opportunities in the private and public/government sectors, in minority owned businesses, and in businesses within the science, mathematics and education fields. Student interns complete pre-, mid-, and post-internship assessment tools and employers' complete formal evaluations, to ensure the best possible chance for full-time employment upon completion of the internship.

Paid internships in the private sector would have a 50/50 salary match with the employer, and students procuring internships in the non-profit sector would have a 60/40 salary match. Students participating in unpaid internships would receive a stipend based on the number of hours worked, or a travel expense reimbursement. There is a stated intent to hire the student full-time if the opportunity exists and the intern has been performing at a satisfactory level. Students benefit from the program both academically and financially. They are given the opportunity to earn money, therefore decreasing the need for student loans, while enhancing their career development, earning credit hours and exploring a potential career field.

The JOBPATH program at Elmhurst College has been successfully placing students into professional positions in Illinois businesses for the last 24 years. The program provides necessary practical experiences for aspiring professionals while offering Illinois organizations the opportunity to hire young professionals who are well prepared for entry into the workforce.

Institution: Governors State University

Project Title: Illinois Cooperative Work Study Grant

Project Director: Ms. Cynthia Lynn Staples
Recruitment Coordinator, Office of Career Services
Governors State University
1 University Parkway
University Park, IL 60466
(708) 235-7355
cstaples@govst.edu

Recommended Amount: To be determined

Project Synopsis: Governors State University (GSU) student participation and involvement in the Illinois Cooperative Work Study (ICWS) Program will greatly increase student knowledge and understanding of the realities of their academic major field in terms of job expectations and performance. Based on the success of our student participation in the previous ICWS Programs, the University asks to continue its involvement to offer co-curricular practical experiences and increase the number of participants and employers in this program. The planned relationship between students, faculty, and employers will strengthen Governors State University's mission to enhance the educational, cultural, social, and economic development of the region through partnerships with government, business, education, civic, and other organizations.

The goals of GSU's 20165 ICWS Program are to:

- Provide 28 GSU students an extended, organized learning experience by integrating traditional classroom study with practical, professional, and paid work experiences in the following areas of concentration: accounting; computer science; education; marketing; health sciences; and public relations/media;
- Facilitate a learning experience directly related to the students' academic curriculum/discipline by assisting them in job placement at a company or organization where they will gain work experience within their profession and have the opportunity to develop professional work habits, work ethics, skills, and professional attitude and dress. The integration of academic requirements and work experience will help students to develop an awareness of job tasks and duties associated with their academic major;
- Develop partnerships with companies to promote community service and instill in students a sense of community. Paid internships will reduce reliance on financial aid/loans and encourage students to work in areas related to their academic majors; and
- Incorporate current job trends reflective of the work environment through internship opportunities, cooperative programs, and/or clinical placements within public/private industry and government.

Institution: Greenville College

Project Title: FY2016 Illinois Cooperative Work Study Program

Project Director: Mr. J. Marcos Gilmore
Dean of Student Success
Greenville College
315 East College Avenue
Greenville, IL 62246
(618) 664-2800, extension 6616
marcos.gilmore@greenville.edu

Recommended Amount: To be determined

Project Synopsis: Twenty-five Greenville College Illinois resident students will serve at a variety of Illinois based non-profit organizations. These students with sophomore status or higher and will be enrolled for practicum or internship credit. They will work 40 hours per each academic credit. They will receive an hourly rate of \$7.25 an hour for their volunteer service. Students also will receive a tuition discount of \$150 per credit hour for these hours.

Seven students have applied to participate in this program as of the grant application deadline. These seven students seek to complete eight internships for a total of 32 academic credits in the academic fields of history, sociology and social work. These internships will take place at eight sites and complete 1,280 hours of work. Students will earn \$9,280.

Students regularly approach the program director seeking to participate in the program after the application deadline. The remainder of the funding requested would provide for an additional 17 students the opportunity to complete 5,368 additional hours of services to Illinois non-profit organizations while completing 134 academic credits.

Institution: Heartland Community College

Project Title: Heartland Community College Internship Program

Project Director: Ms. Sara L. Baker
Coordinator of Career Services
Heartland Community College
1500 West Raab Road
Normal, IL 61761
(309) 268-8035
sara.baker@heartland.edu

Recommended Amount: To be determined

Project Synopsis: The fundamental goal of the Heartland Community College (HCC) Internship Program is to partner with area employers to provide students with meaningful work-based learning experiences that relate to their academic area of study and contribute to students' employment readiness after graduation. The program seeks to financially benefit the greatest number of students through ensuring efficient use of grant funds. The Illinois Cooperative Work Study (ICWS) Grant will assist the College in meeting its goals and objectives, enhancing relevant learning opportunities for students while strengthening the link between academic programs and employment, developing and maintaining relationships between the College and business, industry and government organizations, encouraging social and community service, creating new opportunities for public/private partnerships, and encouraging students to seek permanent employment in Illinois. The Program will maximize the use of matching contributions from internship sponsors and, when applicable, be integrated with other components of financial aid.

During the 2016 grant period, the HCC Internship Program proposes to partner with five internship sponsors to provide nine internships to eligible students. Students may earn a minimum of one and a maximum of six academic credit hours and must work 75 hours per credit hour. To be eligible, students must meet prerequisites in at least one of the following eight academic areas: Business; Communications; Criminal Justice; Health, Humanities and Fine Arts; Digital Media; Social and Behavioral Sciences; and Technology.

Students who participate in the Internship Program are given an opportunity to integrate classroom and practical learning in an on-the-job setting, and benefit through:

- Practical application and development of classroom knowledge/skills through hands-on experience;
- An increased awareness of their skills, knowledge and abilities, in relation to the world of work;
- An increased awareness of additional learning needs, leading to an increase in focus and motivation to achieve;
- An increased development of decision-making, problem solving and interpersonal skills; and
- A cultivation of independent learning skills.

Institution: Illinois College

Project Title: IC Explorers

Project Director: Ms. Susie Drake
Director of Career Services
Illinois College
1101 West College Avenue
Jacksonville, IL 62650
(217) 245-3041
sdrake@mail.ic.edu

Recommended Amount: To be determined

Project Synopsis: Illinois College (IC) is a four-year, private institution committed to the highest standards of scholarship and integrity in the liberal arts. Illinois College will utilize grant funds for its IC Explorers program. Twenty-four students will be awarded paid internships (clinical placements and cooperative work study positions) sponsored by eight employers in business, government, health-related higher education, and the non-profit sector. The IC Explorers internships encourage students to think critically, solve problems through teamwork, conduct independent research, develop an understanding of workplace dynamics, and prepare for fulfilling lives of leadership and service.

The application process for IC Explorers internships is highly competitive because students understand how important the internship can be to their future. The IC Explorers internships are valued by future employers and graduate schools for being academically rigorous and for connecting the interns' education with real-world workplace experience. Internships provide a stipend to reduce students' reliance on student loans, as well as free housing and free tuition credit, with direct supervision by faculty members and Career Services staff. In all, each internship is valued at more than \$6,000. Therefore, the grant will be matched by employer cash contributions (\$36,826, covering 62.6 percent of student stipends/wages) as well as institutional cash and in-kind support provided by the College (\$86,069), for a grand total of \$122,895.

Because interns are effectively being pre-screened for employment, it is anticipated that many will be permanently employed by internship sponsors or will use their internship experiences to secure other employment in Illinois. Although students in every major will be eligible to participate in these internships, the program will be targeted and strongly marketed to attract students in science, engineering, mathematics, and education majors.

Institution: Illinois Eastern – Lincoln Trail

Project Title: Telecommunications Cooperative Work Study Internship Program

Project Director: Mr. Jesse Allen
Lead Instructor, Telecommunications
Illinois Eastern – Lincoln Trail
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Robinson, IL 62454
(618) 544-8252, ext. 1926
allenj@iecc.edu

Recommended Amount: To be determined

Project Synopsis: Since Fiscal Year 2003, Illinois Eastern Community Colleges (IECC) has been awarded the Illinois Cooperative Work Study (ICWS) program grant. This grant has allowed IECC to develop and implement a highly successful Telecommunications Cooperative Work Study Internship Program which has provided support to Telecommunication students academically and financially through enhanced partnerships between Illinois business and industry employers and IECC. Numerous cooperating employers have participated in IECC's Telecom Cooperative Work Study Internship Program over the past twelve summers and have expressed their commitment to participate during Fiscal Year 2016.

Illinois Eastern Community Colleges plan to continue to develop and improve the Telecommunication Cooperative Work Study Internship Program by expanding the summer work program to all eligible Telecommunication students and to continue providing a work/school cooperative on-the-job-training experience as well as encouraging students to seek permanent employment in Illinois. The Telecommunication Cooperative Work Study Internship Program allows students to gain valuable work experience and employment training in Telecommunication Technology. The program benefits students academically and financially by enhancing their educational background, aiding their transition to full-time employment in Illinois, reducing their reliance on student loans, and promoting social and community service. Each of the student's work placements is directly linked to their academic program of an Associate in Applied Science Degree in Telecommunication Technology

Institution: Illinois State University

Project Title: ISU ICWSP Grant – Fiscal Year 2016

Project Director: Ms Pamela Jean Cooper
Acting Director, Career Center
Illinois State University
Campus Box 3040
Normal, IL 61790
(309) 438-3245
pjcoope@ilstu.edu

Recommended Amount: To be determined

Project Synopsis: The goals of the Illinois Cooperative Work Study (ICWS) program are to benefit students academically and financially, reduce reliance on student loans, and enhance public-private sector partnerships. The main objective is to place students with reputable Illinois employers who will provide them with opportunities to apply what they learn in their academic programs within a real world professional setting. The program also encourages employer participants to offer more academically relevant professional practice opportunities to students. The ICWS project supports both the Illinois *Public Agenda* (“...Use competency-based assessments, professional development, and employers as classroom mentors to improve skill levels and work readiness...”) and Illinois State University’s Educating Illinois (Goal 3: “Foster an engaged community and enhance the University’s outreach and partnerships both internally and externally.” Strategy 3.B: “Increase the number of opportunities for students to work in the field, including internships, professional development, on-the-job training, and student projects that meet community needs”).

Project Participants: Illinois State University students

Funding from this program will support enhanced classroom learning by combining academic curricula with professional practice, clinical placements, and/or service learning work experience with businesses and organizations. Monetary compensation earned by students through this program will alleviate some of their financial burdens and may also reduce their dependence on student loans.

Project Participants: Illinois Employers

Participation in the ICWS program enhances Illinois State University’s public-private sector partnerships by engaging Illinois businesses through collaboration. It enables employers to tap into the University’s student talent pool for potential candidates for future employment while providing a means to be directly involved with the campus community. It also encourages them to participate in career fairs sponsored by the Career Center and other academic departments. Lastly, it allows them to directly engage with students to educate them about their organizations and that knowledge will hopefully encourage them to seek permanent employment in Illinois. While this project will benefit Illinois businesses, the principal clientele to be served are Illinois State University students.

Institution: Illinois Wesleyan University

Project Title: Illinois Wesleyan University Cooperative Work Study Program

Project Director: Ms. Shireen Schrock
Assistant Director, Grants and Foundation Relations
Illinois Wesleyan University
P.O. Box 2900, Holmes 200
Bloomington, IL 61702
(309) 556-3902
sschrock@iwu.edu

Recommended Amount: To be determined

Project Synopsis: Illinois Wesleyan University (IWU) requests funding from the Illinois Cooperative Work Study (ICWS) Program to help 40-45 students take advantage of the learning opportunities offered by internships at various government, social service agencies, and nonprofit organizations. Not only do students in internships gain valuable training and find an entry into the work force, but work-study internships also help students meet their educational expenses. Additionally, our program sets out to encourage and facilitate the permanent employment of IWU students in Illinois, ultimately keeping many of our bright and well-prepared young adults in our state.

Given the growing cost of higher education and the competitive job market, we have seen more and more of our students gravitate toward internship positions that will both give them work experience they seek and help them pay their educational bills. The demand for internship opportunities by our students and our community partners rises annually. The number of students participating in internships has gone from 243 in Fiscal Year 2006 to 511 last year, a 110 percent increase. The unfortunate offshoot of the financial pressures students face is that positions with social agencies and nonprofit organizations – positions that have as much (if not more) to offer students in the way of practical and professional experience – can too often go unfilled. To address these needs, the IWU ICWS program seeks not only to create more opportunities for students to link their course-work with their internship opportunities, and in so doing to ease the financial burden imposed by tuition and student loans, but also to encourage social and community service on the part of our students, thus making them better citizens by helping to make it financially possible for students to accept internship positions with nonprofit organizations and social service agencies unable to offer competitive wages on their own.

Bridging the community and university is of strategic importance at Illinois Wesleyan University. Over the years our incoming students arrive on campus wanting experience working in the “real world,” and more and more of these students are focusing their attention on using their talent and skills to address economic and community building projects. Our goal is to provide opportunities for our students to develop connections with the local community, and our program focuses on such efforts. We believe expanding the “classroom” to include “off-campus learning” is a valuable component of the undergraduate experience. However, our interests are not merely academic, as we have seen the incredible impact our students can make in the community when we combine resources, talent, and time.

Illinois Wesleyan appreciates the opportunity to submit our proposal to the Illinois Board of Higher Education (IBHE), and we are happy to provide any additional information that you may

need. We value our strong connection and partnership with the IBHE, as we share a mutual interest in creating a highly educated and talented workforce that supports the State of Illinois.

Institution: John A. Logan College

Project Title: Illinois Cooperative Work Study

Project Director: Ms Lisa A. Hudgens
Director of Career Services
John A. Logan College
700 Logan College Road
Carterville, IL 62918
(618) 985-2828, ext. 8379
lisahudgens@jalc.edu

Recommended Amount: To be determined

Project Synopsis: The John A. Logan College Fiscal Year 2016 Illinois Cooperative Work Study (ICWS) Program will use grant funds to encourage new and established employers to provide work experiences for John A. Logan College students. Students will have the opportunity to integrate classroom studies with learning through work experiences in the field related to the students' career goals. Eighteen southern Illinois employers will submit letters of intent to provide Education/Internship opportunities for students who are Illinois residents.

The goals of the project are to enable approximately 24 students an opportunity to pursue career-related work experience, create new opportunities and strengthen existing relationships between John A. Logan College and participating organizations. It is further hoped that the grant will encourage social and community service opportunities, reduce reliance on financial assistance, and encourage students to seek permanent employment in Illinois upon graduation.

These supervised work experiences will include both an appropriate learning environment and a productive work experience that enhances what is offered in the regular classroom. Students will gain knowledge and skills through practical, on-site work experiences that is directly linked to their academic background. Students will earn income, which will assist in reducing reliance upon state funded student loans and other financial aid programs. Grant funds also will pay for an external audit. The program is available to John A. Logan College students that have completed 12 semester hours, have a 2.0 GPA, are enrolled in a program related to the work experience and are recommended by a faculty member. Participation is open to all Illinois businesses, corporations, and governmental agencies.

Statistics indicate that John A. Logan College students are routinely hired as full-time or part-time employees following their work-study experience while others secure employment through networking contacts. This program includes a strong evaluation component with the students' performances closely monitored by their employment supervisor and the Project Director.

Institution: John Wood Community College

Project Title: FY2016 Illinois Cooperative Work Study Program at JWCC

Project Director: Ms. Kathleen M. Rodgers
Employment Readiness Coordinator
Career Services
John Wood Community College
1301 South 48th Street
Quincy, IL 62305
(217) 641-4152
krodgers@jwcc.edu

Recommended Amount: To be determined

Project Synopsis: The goal of the John Wood Community College – Illinois Higher Education Cooperative Work Study Grant program is to provide a workforce education link between classroom studies and actual on-the-job work experience in a manner that advances the student’s education and provides our community businesses with a stronger, more knowledgeable workforce. Salaries for internships established through the program are partially funded by the grant, helping employers save a bit of money while they train the student. Internships take place in career areas such as agriculture, computer-aided design, welding, industrial maintenance, logistics, and early childhood education. Through our newly designed Career Services department, new internship opportunities are being developed as local business needs and student’s interest dictate.

The program also provides students with financial benefits that are coordinated with other college financial aid opportunities. The program heightens self-esteem of participants because they can take an active role in financing their education by means of utilizing and enhancing skills in their chosen field of study.

Because this workforce education program takes place within the local business community it strengthens the local economy by assuring businesses can train and retain quality employees to provide a superior product to its customers. Participants in the program are introduced to workforce opportunities within the communities in which they live and businesses are introduced to new employees interested in their business field.

Institution: Joliet Junior College

Project Title: Illinois Cooperative Work Study

Project Director: Ms. Bridgett Larkin Beene
Director of Career Services
Joliet Junior College
1215 Houbolt Road
Joliet, IL 60431
(815) 280-2476
blarkin@jjc.edu

Recommended Amount: To be determined

Project Synopsis: Joliet Junior College (JJC), the nation's first public community college, acts as a leader in teaching and learning, strives to prepare its students for success, and provides lifelong learning to the diverse community it serves. Participating in the Illinois Cooperative Work Study Program will help JJC to accomplish these goals. With this program, the Career Services Center will place students in internships where they will obtain high-quality work experience in their chosen field of study. This program benefits students, local employers, and the community college. It enables small local businesses with limited operating budgets to employ skilled and educated student interns, which in turn strengthens partnerships between the College and local industry.

Joliet Junior College's main goals for this program include strengthening cooperation between higher education and local businesses, providing student interns with a competitive wage to help with college expenses, encouraging students to find permanent employment with local businesses upon graduation, and providing students with practical work experience directly linked to their field of academic study. This work experience is an essential part of the College's mission and the Illinois Commitment to partner with business and industry to provide a well-educated workforce in Illinois.

For Fiscal Year 2016, JJC would like to target students for internships in the fields of Agriculture, Computer Aided Design and Drafting, Education, Engineering, Horticulture, Web Design, and Welding. Grant funds will provide opportunities for 12 students to learn practical employment skills directly related to their academic major while earning a competitive wage.

Institution: Kaskaskia College

Project Title: Kaskaskia College Cooperative Workstudy Partnership 2016-17

Project Director: Ms. Wendy S. Blythe
Career Services Specialist
Kaskaskia College
27210 College Road
Centralia, IL 62801
(618) 545-3073
wblythe@kaskaskia.edu

Recommended Amount: To be determined

Project Synopsis: Kaskaskia College's Work Study (CWS) Partnership program provides financial assistance that benefits students academically, reduces their reliance upon loans to fulfill their educational goals, and prepares them to enter or re-enter the labor market upon graduation. Employers are sought that utilize the latest advances in technology in their industry and who agree to provide progressive learning experiences that enhance the ability of students to obtain employment in Illinois related to their program of study.

The CWS Program allows students to obtain compensated workforce training to fulfill academic and financial obligations, strengthens the alliance between the college and the private sector, and assists district employers in defraying the cost of recruiting the training qualified individuals for employment. Five employers have agreed to offer opportunities for as many as nine students in the coming year.

The principal goal of Kaskaskia College's CWS Program include: expand opportunities for students to pursue internships, clinical services, and other employment opportunities linked to their academic program; strengthen the College's alliances with businesses; industries and government entities; improve the affordability of academic programs by offering extensive financial aid including the CWS Program, thus reducing students' reliance on loans; enhance students' abilities to obtain employment related to their program of study; encourage them to seek permanent employment in Illinois by offering workplace training; and encourage them to practice social and community service.

Institution: Lake Land College

Project Title: Lake Land College FY2016 Cooperative Work Study Program

Project Director: Ms. Tina Moore
Director of Career Services
Lake Land College
5001 Lake Land Boulevard
Mattoon, IL 61938
(217) 234-5346
tmoore@lakeland.cc.il.us

Recommended Amount: To be determined

Project Synopsis: Lake Land College's (the College) Fiscal Year 2016 Cooperative Work Study Program (CWSP) will provide opportunities for pre-baccalaureate and technical program students to pursue paid work experience related to their academic majors. The College's long-term goal is to provide cooperative education employment to all qualified students who desire it. In Fiscal Year 2016, a participation level of approximately 22 students is anticipated and financially needy students will fill at least 90 percent of available positions. Targeted programs include Education, Building Construction, Power Plant, and Automotive Technologies, as well as Business programs. Lake Land's CWSP is strengthening collaboration between higher education, business, industry, and local government. Thirteen employers, including a local electric cooperative, manufacturing and construction companies, and an area Special Olympics program, have committed their participation for 2016. More importantly, we have built relationships with many private sector employers in our district including employers in education, building construction, automotive technology, engineering firms, and private business. All employers will pay at least 50 percent of students' wages. Students are required to complete three learning objectives and to research Illinois job opportunities in their career field.

Lake Land understands the CWSP is designed to create new employers/college partnerships and to encourage many existing internship employers to join the CWSP. For Fiscal Year 2016, 13 participating employers expressed interest in placing a total of at least 22 interns. With a greater number of potential positions available, these 22 Fiscal Year 2016 CWSP students should be successful in securing an internship that matches well with their need for applied learning relevant to their program of study.

Institution: Lewis and Clark Community College

Project Title: Lewis and Clark Community College

Project Director: Mr Terry D. Lane
Associate Director, Career and Veteran Services
Lewis and Clark Community College
5800 Godfrey Road, Baldwin Hall 2418
Godfrey, IL 62035
(618) 468-5500
tdlane@lc.edu

Recommended Amount: To be determined

Project Synopsis: Lewis and Clark Community College (L and C), with the assistance of the Illinois Cooperative Work Study (ICWS) Program, will work with area employers to place approximately 17 students from our Career Programs in order to achieve the following objectives: (1) to provide internships and cooperative work experiences for selected students in nursing, logistics, welding, etc., that will supplement and enhance the classroom experience; (2) to better anticipate and ultimately meet the workforce needs of southwestern Illinois by preparing L and C students with the most current and well-informed curricula in the most high-demand, high-paying fields; and (3) to create and maintain mutually beneficial relationships with area employers of L and C students and graduates so their real world expertise can continue to guide curricular improvement and development at L and C. These goals and objectives will be met by engaging students and employers in cooperative work-study placements, supplemented by ICWS funding. Placements will allow our students to gain current practices experience in their career fields and to learn first-hand the critical skills needed to apply their classroom learning to the workplace.

Institution: Lewis University

Project Title: Lewis University CWS Program

Project Director: Ms. Mary M. Myers
Executive Director of Career Services
Lewis University
One University Parkway, Unit 270
Romeoville, IL 60446
(815) 836-5332
myersma@lewisu.edu

Recommended Amount: To be determined

Project Synopsis: The Lewis University Illinois Cooperative Work Study Program (ICWS) complements the institution's formal internship program. Located in the southwestern suburbs of the Chicago metropolitan region, the University serves approximately 6,700 students. Of the total undergraduate student population at Lewis University, 85 percent receives some form of financial aid. In addition, a significant number of Lewis University students are first generation college students and approximately 40 percent of Lewis students are minority students.

Employers view the program positively and participate regularly. Each new fiscal year brings new partnerships with employers. Throughout the history of the program, student interns have worked an average of three months at their internship assignment. During the previous year, the average amount earned was over \$12 an hour. This varies slightly from year to year. Students are employed within the areas of human resource management, communications, education, marketing, and information technology.

Students, employers, and University faculty and staff report positive benefits from the program in aligning subject-area coursework with applied work experience. The Lewis University Cooperative Work Study Program provides a valuable resource that enhances success in academic programs, reduces reliance on loans, and strongly encourages students to remain with Illinois-based employers.

Institution: Lincoln Land Community College

Project Title: Lincoln Land Community College Cooperative Work Study Program

Project Director: Ms. Mary Beth Ray
Director , Advising, Counseling and Career Development Services
Student Services
Lincoln Land Community College
5250 Shepherd Road, P.O. Box 19256
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marybeth.ray@llcc.edu

Recommended Amount: To be determined

Project Synopsis: The Cooperative Work Study Program (Co-op) at Lincoln Land Community College expands opportunities for students to succeed through the development of individualized contextual learning environments that integrate academic instruction with relevant real world experiences. Participation in the Co-op program benefits students academically and financially by placing them in relevant paid positions whereby they can apply what they have learned through traditional classroom instruction to actual work related problems and situations. Upon completion of the Co-op experience the employer may be reimbursed a portion of the salary paid to the student.

Institution: MacMurray College

Project Title: FY2016 MacMurray Illinois College Cooperative Work Program

Project Director: Ms. Laci N. Engelbrecht
Director of Financial Aid
MacMurray College
447 East College Avenue
Jacksonville, IL 62650
(217) 479-7043
laci.engelbrecht@mac.edu

Recommended Amount: To be determined

Project Synopsis: The primary goal of the MacMurray College Cooperative Work Study Program is to provide meaningful, paid internship experiences for Illinois resident students in their areas of concentration. MacMurray has participated in the program since 1998, providing paid internships to students and benefiting area businesses. The grant objectives are listed below.

The program will enhance partnerships between higher education and businesses, and encourage students to seek permanent employment in Illinois. MacMurray College will:

- Expand opportunities for students to pursue hands-on, real work experience with paid, practical internships directly related to their future professions and career goals;
- Strengthen cooperation between MacMurray and local employers to produce a skilled employee pool with training that may lead to permanent position offers;
- Boost community and social service by placing student interns in area non-profits such as after-school programs and hospitals;
- Assist students financially, reducing reliance on student loans through marketing efforts that emphasize student interns with financial need; and
- Encourage students to seek permanent employment in the State of Illinois.

The College is working to increase internship and career experiences locally for our students. Funding from this program assists MacMurray in its current efforts to expand these opportunities both for students and businesses. Students are afforded many workshops and sessions offered by Career Services including but not limited to resume and interview labs, career fairs, etiquette dinner, internship workshops and senior strategy series. Throughout the year, plans are to continue identification of additional opportunities we can include in future grant proposals. The interest to participate in this project from several local employers is encouraging, as will be detailed within the grant proposal.

Institution: Methodist College

Project Title: Work Study Specialty Internship Program for Nursing Students

Project Director: Dr. Theresa M. Schwindenhammer
Associate Professor, Nursing
Methodist College
415 St. Mark Court
Peoria, IL 61603
(309) 672-5507
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Recommended Amount: To be determined

Project Synopsis: The Methodist College, in partnership with the Unity Point Health System, will offer a specialty internship to students currently enrolled in their last semester prior to the internship course within the curriculum. This specialty internship course will allow students to practice in specialty areas such as the intensive care, cardiovascular intensive care, behavioral health, obstetrics, operating room, and emergency department at the Unity Point health facilities. The primary goal of the cooperative work study program proposal is to provide the undergraduate student experience in specialized areas of nursing care to gain the knowledge and skills that expands their individual strengths and prepares the student for potential employment in a specialty area.

Located in the heart of the medical district in Peoria, Methodist College is dedicated to providing a first-rate education in nursing and health sciences through high-quality programming and excellent clinical practice. Methodist College is dedicated to developing graduates who demonstrate the knowledge and skills needed to meet the demand for qualified nurses regionally and in the state of Illinois. The nursing curriculum combines quality educational programs with real-world clinical experience to provide students with a comprehensive healthcare education.

The Internship Work Study program will be coordinated through an advisory committee that includes Methodist College faculty, staff, and administration in collaboration with Unity Point Health – Methodist/Proctor administration and nurse managers. The Internship Work Study will be an independent study course that will count as three credit hours and is eligible for financial aid assistance as other courses within the curriculum. The student tuition for the course will be consistent with all courses at \$623 per semester hour.

The primary goal of this cooperative work study program is to provide the undergraduate student experience in specialized areas to gain the knowledge and skills that expands their individual strengths and prepares the student for potential employment in the area. After completion of the internship work-study program, the expected effects are an improvement in student self-confidence, overall increase in their satisfaction with nursing as a new career, and potential decrease in orientation time for those students chosen for future employment in a specialized area of practice.

The relationship between the student, faculty, and employer will be collaborative. Both the employer and faculty have accountability to provide feedback to the student. The student will report directly to the preceptor with the faculty as a resource for problem solving and conflict management. The student and his or her preceptor will meet a minimum of once weekly to discuss the progress toward identified student learning outcomes and course objectives using a

specific evaluation tool to measure progress. The nurse manager and/or faculty member will attend the preceptor/student meeting every other week to ensure an open line of communication between the participants.

Institution: Millikin University

Project Title: Millikin University Illinois Cooperative Work Study Program

Project Director: Ms. Kimberly A. Mangan
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Millikin University
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Decatur, IL 62522
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Recommended Amount: To be determined

Project Synopsis: In Fiscal Year 2016, Millikin's Illinois Cooperative Work Study (ICWS) Program will continue into its 13th year as a highly-respected program on campus aimed at serving our local business and community organization partners while utilizing Millikin's greatest asset: its student body. Millikin's Tabor School of Business will not only create and maintain partnerships with community employment sites, but also will advance the university-wide initiative of a Performance Learning pedagogy by providing real-world projects and internship opportunities to students ready to take their newly developed skills into the workforce. Performance Learning is a distinctive approach to higher education that builds the confidence to succeed through demonstration, practice, and enacting learning in presentation not only to teachers and classmates but to third-party stakeholders in the world beyond campus. Students learn through experiences that immerse them in real-world projects, heighten their maturity and ownership of their professionalism, help develop practical and demonstrable skills and behaviors, and foster entrepreneurial attitudes in every field. Funding will provide support for eight to ten Millikin student interns from a variety of academic areas partnering with a diverse range of local businesses and non-profit organizations. Additionally, Millikin's ICWS Program will promote civic engagement and active participation in the community which assists students in developing the skills needed for a lifetime of democratic citizenship and service to others.

Goals of Millikin's ICWS program include establishing new and maintaining existing student-community-university collaborations while partnering with Macon County based businesses and non-profits. Additionally, Millikin's ICWS program aligns with Illinois job training, employer and economic goals, providing student interns with academic benefits and professional-level work experience and income to help reduce reliance on loans while encouraging post-graduation employment in Illinois. Millikin's ICWS Program also advances broader university, Decatur community, and State of Illinois strategic goals such as: addressing local and state economic development and employment policy issues; leveraging existing resources; and facilitating college-employer-community relationships by providing Millikin interns with an academic experience that goes beyond the classroom.

For Millikin students, the ICWS Program not only offers an opportunity to achieve educational goals in a real-world setting; it also provides a realistic look at employment opportunities at Illinois-based companies and non-profit agencies. By hiring talented undergraduates as interns, the participating employers are engaging competent professionals-in-training who complete high-level projects and assist the employers in meeting their business goals. Many employers work with the students with an eye towards permanently recruiting them or recommending them to other Illinois-based businesses for employment. Through collaborative programs such as

Millikin's ICWS Program, the university will continue to attract and retain Illinois students and alumni.

Institution: Northeastern Illinois University

Project Title: Employer and Academic Partnerships Opportunity for Success in Illinois

Project Director: Dr. Elaine Blair
Director, Career Development Center
Northeastern Illinois University
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Chicago, IL 60625
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Recommended Amount: To be determined

Project Synopsis: The Illinois Cooperative Work Study Program at Northeastern Illinois University, “Employer and Academic Partnerships Opportunity for Success in Illinois,” will develop relationships with public and private sector employers in Illinois to provide quality internships for eligible undergraduate students. Program goals include providing students with out-of-classroom experiences related to their academic studies and exposing students to the benefits of working in Illinois.

Northeastern Illinois University proposes to use grant funds to establish internships for current undergraduate students who meet program eligibility criteria. Proactive outreach efforts in developing employer relationships is a goal of the program, demonstrating how higher education and employers can work together to help bridge the transition from college to the work world. The proposed “Employer and Academic Partnerships Opportunity for Success in Illinois” program will provide an opportunity for students to connect to the community.

The specific academic majors identified by the prospective employers for internship development during Fiscal Year 2016 are: Accounting; Business; Computer Science; Communications; Education; Finance; Human Resources; Information Science; Journalism; Justice Studies; Liberal Arts; Marketing; Management; Psychology; Public Relations; and Social Work. Employer commitments to the program are ten with a proposed hiring of 20 student interns from the above mentioned majors

Institution: Northern Illinois University

Project Title: Northern Illinois University Illinois Cooperative Work Study Program

Project Director: Dr. Brandon Lagana
Acting Executive Director, Career Services
Northern Illinois University
Campus Life Building 240
DeKalb, IL 60115
(815) 753-7204
blagana@niu.edu

Recommended Amount: To be determined

Project Synopsis: The Northern Illinois University (NIU) Career Services department proposes to partner with a number of large and small employers to provide valuable career-related work experiences. These supervised experiences will offer students professional, hands-on experience applicable to their field of study to complement what is offered in the formal classroom. Career Services proposes this cooperative experience with nine employers, many of which have participated in previous years when monetary awards were received from the Illinois Cooperative Work Study grants. Selected employers will offer career-relevant work experiences for students from the NIU Colleges of Business, Education, Health and Human Sciences, Liberal Arts and Sciences, and Visual and Performing Arts. The specific objective is to provide financial assistance to students whose majors traditionally limit them to volunteer internships. In light of the fact that two-thirds of all NIU students rely on some form of financial assistance to attend school, this grant will significantly impact student reliance on financial aid and student loans. To these ends, the goals of the Illinois Cooperative Work Study Grant are directly compatible with those of the Career Services office. The grant will provide valuable career-related experiences for the students, expand their knowledge in a variety of fields, enhance their future employment opportunities, and help to alleviate the increasing cost of pursuing a degree.

Institution: Oakton Community College

Project Title: FY2016 ICWSP Application

Project Director: Ms. Shannon McKenzie
Internship Specialist, Academic Affairs
Oakton Community College
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Des Plaines, IL 60016
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mckenzie@oakton.edu

Recommended Amount: To be determined

Project Synopsis: Since 2000, Oakton Community College's Internship Program, funded by the Illinois Cooperative Work Study Program, has provided 428 Illinois students with paid, practical work experiences designed to augment the conceptual knowledge and job-specific skills students develop in the classroom. Fully aligned with Oakton's institutional goals, the Internship Program places selected students in employer-subsidized positions. Employers agree to pay at least 50 percent of students' wages and typically offer students 12-14 week long internships, working 10-20 hours a week, paying on average \$10 an hour. These internships enable students to reduce their dependence on education loans, increase the depth and practice of their academic knowledge, and improve their employability.

In Fiscal Year 2016, Oakton's Internship Program proposes to place 32 students into paid internships. In addition, Oakton will recruit at least 15 new employers into the program and work with 30 existing partner companies, with emphasis on the accounting, web and graphic design, marketing, engineering, information technology, and manufacturing. Oakton will create new opportunities for collaboration among students, employers, the Internship Specialist and others at Oakton. Finally, Oakton will encourage all interns to seek permanent employment in Illinois.

In meeting these objectives, Oakton's Internship Program will continue to address the seven Cooperative Work Study Program objectives established by the Illinois Board of Higher Education and further the Board's goals to "help business and industry sustain strong economic growth" and ensure that "no citizen will be denied an opportunity for a college education because of financial need."

Institution: Parkland College

Project Title: Parkland College FY2016 Cooperative Work Study Program

Project Director: Mr. Joshua Birky
Program Manager, Grants and Contracts
Parkland College
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Champaign, IL 61821
(217) 353-2167
jbirky@parkland.edu

Recommended Amount: To be determined

Project Synopsis: Parkland College's Fiscal Year 2016 Illinois Cooperative Work Study Program will provide internship opportunities for Parkland students in the Computer Science and Information Technology (CSIT) department. The two main goals of this internship program are to improve partnerships with local businesses to provide valuable relationships for Parkland students and to meet the academic, financial, and career needs of Parkland's student population. We are expecting funding to support 12 students with at least a B average; students will work up to 20 hours each week during the summer, fall, and spring semesters (40 total weeks) and will earn an average of \$10 an hour. Many of Parkland's students rely on financial aid to pay for college, so the funding provided through this program fills a critical need for the community.

Six businesses within Parkland's district will be participating in the program this year. Each of these companies have agreed to pay 50 percent of the student's wages and will complete evaluations of the students' performance. Parkland's Internship Supervisor will work with the students and employers to coordinate all aspects of the internships and make sure that both parties' needs and expectations are being met. The Internship Supervisor continuously evaluates the internship program and regularly updates the CSIT department chair on the status of the program.

The CSIT Department has an annual goal that 80 percent of its graduates find employment in a field that matches their academic area of focus. This program will help the department continue to reach this annual goal. Meeting the academic, career, and financial needs of our student population our principle accepts of Parkland's mission to engage the community in learning and we believe this program is aligned perfectly with this mission.

Institution: Quincy University

Project Title: Quincy University Early Exploratory Internship Program

Project Director: Ms. Kristen D. Liesen
Director of Career Services
Quincy University
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Quincy, IL 62301
(217) 228-5240
liesekr@quincy.edu

Recommended Amount: To be determined

Project Synopsis: The Quincy University Early Exploratory Internship Program will assist students in refining their career choices resulting in greater dedication in the classroom as a result of an improved sense of direction. The program will provide opportunities for students to intern in graphic design, information technology, communication, education, business and science programs to explore in a variety of career fields at area agencies and businesses.

Quincy University will encourage permanent employment in Illinois by providing Illinois Cooperative Work Study Program funding to Illinois businesses to hire students through this program. Historically, an internship opportunity provides work experience and valuable networks giving students a greater opportunity to stay and secure permanent employment. Eighty-two percent of students seeking full-time employment during the 2013-2014 grant period secured a position in Illinois upon graduation.

The Center for Professional Excellence (CPE) Director in consultation with faculty will coordinate the program. Quincy University will continue to expand opportunities for student internships linked to academic programs in the upcoming year by working closely with faculty to leverage their connections in the community. The University will maintain and strengthen relationships with current and future employers through ongoing communication and engagement through the CPE and partnerships with academic programs. Currently, nine organizations have agreed to provide a 50 percent match for student wages for about 20 interns based on an average rate of \$9 per hour for an average of ten to 15 hours per week each semester. The remaining placements will be targeted to new opportunities including the fields of education, social services, and government.

Institution: Rend Lake College

Project Title: Illinois COOP Grant – FY2016

Project Director: Ms. Margo Wagner
Director, Community and Corporate Education
Rend Lake College
468 North Ken Gray Parkway
Ina, IL 62846
(618) 437-5321, extension 1367
wagnerm@rlc.edu

Recommended Amount: To be determined

Project Synopsis: Rend Lake College request funding from the Fiscal Year 2016 Illinois Cooperative Work Study (ICWS) Program grant funds for the purpose of providing cooperative education work experience opportunities for 20 students. Each student's work experience will be directly linked to their individual academic program. Twelve employers have committed to participate in the project by providing academically relevant work experience for the student and by providing matching funds to pay the students.

There are several major programs for which the demand is sufficiently high that no financial assistance is needed in placing students with employers. Fiscal Year 2016 ICWS grant funds will be used primarily to place education majors. Education majors have difficulty being placed in a paid work experience due to the budget constraints affecting area public schools and are typically limited to simple observation or volunteer experience in a classroom.

This project will continue the application of ICWS Program funds by placing the majority of students into paid employment in the schools. The students may instruct, tutor, monitor, mentor, and provide extra-curricular activities for public school students. All activities are conducted under the supervision of a certified teacher. In addition, students majoring in IT Systems may be placed in area schools or other businesses to gain experience in building and maintaining computer operating systems.

Given the opportunity to apply skills acquired in the classroom in a real world setting, the students participating in this project will receive many academic benefits that will contribute substantially to their employment prospects after graduation from college. The earnings they will receive while participating in the project also will lessen the students' need for student loans.

Institution: Richland Community College

Project Title: Richland Community College Cooperative Work Study Grant

Project Director: Mr. Johnathan Matthew Oliver
Career Services Coordinator
Richland Community College
One College Park
Decatur, IL 62521
(217) 875-7211, extension 305
joliver@richland.edu

Recommended Amount: To be determined

Project Synopsis: Richland Community College will provide a Cooperative Work Study program for approximately 20 students during the 2016-2017 grant year. The work study placements will occur in, but are not limited to, the fields of Office Technology, Welding, Machine Operating, Industrial Painting, Administrative Assistant, Business, Accounting, Information Technology, Automotive Technology, and Engineering Technology.

The Cooperative Work Study program will be coordinated through Career Services. The Career Services Coordinator will work with the Financial Aid Office and faculty in related programs to identify eligible students. The Coordinator will manage all of the employer agreements, employer reimbursements and reporting requirements for the grant program. Richland Community College faculty will supervise and grade the students enrolled in the Work Experience Practicum course in their discipline as well as work with employers to ensure learning objectives are met. In this way, the faculty, Director, and local employers maintain a collaborative partnership and encourage students to obtain employment in their field of study and stay employed in the State of Illinois.

Institution: Rockford University

Project Title: Rockford University FY2016 Grant Proposal

Project Director: Mr. Maurice Anthony West, II
Director of Career Services
Rockford University
5050 East State Street
Rockford, IL 61108
(815) 226-4022
mwest@rockford.edu

Recommended Amount: To be determined

Project Synopsis: The goal of the Cooperative Work Study Program at Rockford University is to provide academically relevant, paid work experiences to Illinois resident Rockford University students. Qualifying students will be placed in paid internship positions related to their chosen field of study that will aid in reducing their reliance on student loans. The program has proven results in encouraging social and community service, strengthening the tie between internships and academic interest. Students will be placed in social service agencies, local educational settings and in businesses within the Rockford region. These placements will enhance public-private sector partnerships and forge relationships that will encourage students to consider permanent employment in the State of Illinois.

Institution: Roosevelt University

Project Title: Roosevelt University 2016 ICWS Proposal

Project Director: Mr. Christopher J. Willis
Assistant Director, Employer Relations and Internships
Office of Career Development
Roosevelt University
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Chicago, IL 60605
(312) 341-3674
cwillis@roosevelt.edu

Recommended Amount: To be determined

Project Synopsis: Roosevelt University, a private, urban, non-sectarian institution of higher learning, is requesting Illinois Cooperative Work Study (ICWS) program grant funds to assist in the placement of cooperative education and internship students. Students from the five schools – Walter E. Heller College of Business Administration, College of Education, College of Arts and Sciences, Chicago College of Performing Arts, and Evelyn T. Stone College of Professional Studies – will be encouraged to gain work related experiences in their fields of study. This field related training will assist students in making the connection between the theories that are being introduced in the classroom with real work experiences. The experiences students will gain give them an advantage in the competitive labor market.

Grant funds will assist in the partnerships between the public and private sectors as well as encourage social and community service. The wages earned by students will assist in funding their education and completing their degrees. Successful new professionals, living and working in Illinois, will encourage economic growth within the state (both in the public and private sectors).

Institution: Shawnee Community College

Project Title: Shawnee FY2016 Project Narrative

Project Director: Ms. Ruth Smith
Instructor, Early Childhood Education
Shawnee Community College
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Ullin, IL 62992
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ruths@shawneecc.edu

Recommended Amount: To be determined

Project Synopsis: Shawnee Community College has created and maintained a partnership with child care centers, public schools, public service agencies, and other employers in the college district in order to continue to provide financial assistance to students through the Cooperative Work Study program. The program aims to assist as many as 12 students during the fiscal year. These students will be placed in employment facilities that reflect their anticipated career choices. The Cooperative Work Study site will be closely linked to the students' academic fields of study and will offer a progressive sequence of experiences that will afford them opportunities to explore chosen occupations and consider committing to them with the intent of seeking full-time employment in the state of Illinois. All students will participate in an interview and orientation process and complete an Illinois State Police background check. All students will be provided guidance and mentoring from administrators, business owners, and other professionals in the applicable areas of employment. The project goals include:

- Allow students to become less reliant on student loans while providing a link between academic programs and employment;
- Allow students seeking degrees to have work study opportunities in high-demand fields; and
- Increase the pool of funds for job training, which can result in businesses expansions in Illinois and full-time employment for students after graduation.

Institution: South Suburban College of Cook County

Project Title: SSC Internship Program

Project Director: Mr Jose I. Regalado
Resource Development Liaison, Job Training Department
South Suburban College of Cook County
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South Holland, IL 60473
(708) 596-2000, extension 2394
Jregalado@ssc.edu

Recommended Amount: To be determined

Project Synopsis: South Suburban College (SSC) will solicit internship opportunities from businesses, municipalities and Community Based Organizations with the 2016 Illinois Cooperative Work Study Program grant.

The SSC project will serve seven students in the fields of Business Management, Law Enforcement, Information Technology, and Social Services.

Project activities will start during the spring of 2016 and be completed by June 30, 2017.

Institution: Southern Illinois University Edwardsville

Project Title: SIUE Illinois Cooperative Work Study Program

Project Director: Ms. Susan Seibert
Director, Career Development Center
Southern Illinois University Edwardsville
Campus Box 1620
Edwardsville, IL 62026
(618) 650-3708
sseiber@siue.edu

Recommended Amount: To be determined

Project Synopsis: Southern Illinois University Edwardsville (SIUE) provides students with a high quality, affordable education that prepares them for successful careers and lives of purpose. Built on the foundation of a broad-based liberal education and enhanced by hands-on research and real-world experiences, the academic preparation SIUE students receive equips them to thrive in the global marketplace and make our communities better places to live. The SIUE campus is home to a diverse student body of more than 14,000. More than 12,000 students come to SIUE from within the State of Illinois and it is our goal that they will seek full-time employment in the state upon graduation. Funds received through the Illinois Board of Higher Education Illinois Cooperative Work Study (Co-op) Program grant will help that goal become a reality.

The primary program goals are to expand existing Co-op and Internship opportunities and strengthen partnerships with Illinois employers. These goals will be met by (1) engaging new employers and/or increasing student hiring in our program; (2) making Illinois employers “first choice” employers for Illinois students; (3) developing Co-op and Internship experiences for STEM, Business, and majors and career interest areas currently experiencing growth at the institution; (4) reducing student dependence on financial aid and student loans by providing up to 30 paid Co-op or Internship opportunities to SIUE students with a 50/50 salary match by participating employers; and (5) increasing awareness throughout the campus community of major-related work opportunities and their enhancements to academic programs.

The program will be managed by the SIUE Career Development Center and will be integrated into existing campus work study programs, incorporating student selection criteria, data collection methods, course registration, assessment, and student learning outcome information.

Institution: Southwestern Illinois College

Project Title: SWIC Cooperative Work Study Internship Grant

Project Director: Ms. Bonnie Heuer
Veterans and Career Services Coordinator
Southwestern Illinois College
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Belleville, IL 62221
(618) 235-2700, extension 5552
bonnie.heuer@swic.edu

Recommended Amount: To be determined

Project Synopsis: The 16 internships provided by the funding from the Illinois Cooperative Work Study Program will benefit Southwestern Illinois College students by providing partnership initiatives to a wide range of academic program areas, employers, and agencies including six program areas, eight area employers/organizations, and the Southwestern Illinois College Veterans and Career Services. The project director and program coordinators will oversee the grant.

The 16 internships are credit-bearing internships: Eight internships in the private sector with a partial funding match; six Culinary Arts internships will be offered allowing the students to apply classroom theories to actual situations and provide opportunities to gain meaningful work experience; one Paralegal Internship will be offered where the intern will gain valuable experience in the legal field to prepare students for gainful employment in a law firm; and one Heating, Ventilation, Air Conditioning and Refrigeration internship will be offered where the intern will intern with installers and service technicians. Eight community service internships will be included in the grant: Two Human Services internships will allow the student to gain experience in serving special needs clients; four Office and Administrations and Technology internships will offer the student experience in office skills in a not-for-profit environment; one Paralegal Studies internship will be in a legal services office; and one Web Design and Administration internship will give a range experience in maintaining and developing web sites in order to provide a student with knowledge and skills required for an entry level position as a web developer and administrator.

Institution: St. Xavier University

Project Title: Saint Xavier University ICWS Program

Project Director: Ms. Jodi Martin
Assistant Director, Career Services
St. Xavier University
3700 West 103rd Street
Chicago, IL 60655
(773) 298-3133
malloymartin@sxu.edu

Recommended Amount: To be determined

Project Synopsis: The primary goal of the Internship Program at Saint Xavier University (SXU) is to assist students with securing meaningful, career-related employment opportunities prior to graduation. In so doing, the program also assists Chicago-area employers by helping them to meet their part-time, professional hiring needs. Many of these are local employers from the Southwest side of the metropolitan area who are in need of qualified, classroom educated employees, but are unable to pay them the market salary rates. The support of the grant funding from the State of Illinois will permit some of these organizations to secure the employees they need while providing at least 25 students with part-time jobs that are directly related to their academic majors and career goals. These internship placements strengthen the cooperation between the University and local employers, create new opportunities for public/private partnerships, and encourage students to seek permanent employment in Illinois.

Almost all of SXU students must work to meet educational expenses. Over 80 percent of them are commuters and more than 94 percent are eligible to receive financial aid. Approximately 64 percent are first-generation college students, and 96 percent are residents of the State of Illinois. They often seek work experiences close to home in order to be able to satisfy obligations outside their academic careers. Local employers are eager for the opportunity to act as mentors to inexperienced professionals and value the chance to evaluate potential full-time employees before extending offers for permanent employment. Many local area social service, educational, and not-for-profit agencies, in particular, would benefit greatly from being able to take advantage of the reimbursement funding from the State of Illinois. It is estimated that nine employers will participate in the Illinois Cooperative Work Study program. Four employers have confirmed participation in the program and several additional employers have expressed an interest.

On the strength of their experiences in these positions, many of these students will be encouraged to become full-time employees and continue to work and reside in the State of Illinois. According to the 2013 SXU Graduate Survey, of the respondents employed, 97 percent accepted positions in Illinois.

Institution: Triton College

Project Title: Building Stronger Relations with Employers

Project Director: Mr. Richard Williams
Director, Career Services
Triton College
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River Grove, IL 60171
(708) 456-0300, extension 3805
richwilliams@triton.edu

Recommended Amount: To be determined

Project Synopsis: Triton College’s Fiscal Year 2016 program, “Building Stronger Employer Relations,” proposes to develop more robust partnerships with students and employers, while focusing on some key strategies. The strategies were developed through primary research with area employers to receive a deeper understanding on their needs. Triton also met with students to learn more about skills development and career interests. Based on the research, the key strategies developed are: (1) focus on high-growth opportunities; (2) target smaller business and organizations; (3) building on current and active relationships; (4) leverage new and existing programs; and (5) provide comprehensive support for employers for students.

The first strategy will continue to identify high-growth opportunities, based on key criteria: (a) needs of local employers; (b) good salaries for students; and (c) good fit with Triton’s school programs. This targeted approach helps pinpoint opportunities in robust, local industry sectors, such as engineering, manufacturing, hospitality, business, and more. Targeting small employers, the second strategy, focuses on employers who probably would not be able to participate in cooperative education programs due to financial constraints. By committing to local companies and neighborhood interests, Triton is able to create a homegrown approach to the program, showing dedication and support in the local communities. Build on current, active relationships, the third strategy, spotlights employers who are active in closing students’ skills gap through on-the-job training. This will help develop quality workers, while giving the students the skills and confidence to achieve locally. The fourth strategy (leverage new and existing Triton programs) focuses on expanding the cooperative education program to students in a wide range of Triton programs and education, helping them to be skilled and ready-to-work within a particular career path. The fifth and final strategy (provide comprehensive support for employers and students) leverages Triton’s new and improved business outreach model, emphasizing flexibility, customization and personalization to build better rapport with both audiences. All five strategies will be implemented to better serve the Triton area with a more tailored cooperative work study program, providing incentives to employers while supporting students to gain knowledge and skills in a workplace environment. More specifics of the strategies and details of the proposed program can be found in the attached proposal.

Institution: University of Illinois at Chicago

Project Title: UIC Cooperative Work Study Program

Project Director: Ms. Judith K. De Jong
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University of Illinois at Chicago
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Chicago, IL 60607
(312) 996-3335
jdejong@uic.edu

Recommended Amount: To be determined

Project Synopsis: The School of Architecture and the Office of Career Services at the University of Illinois at Chicago (UIC) have partnered to create about 30 internship offerings for students in architecture and other academic and interdisciplinary fields of study. Collectively, our goals are to: (1) provide undergraduate students with quality internship opportunities that enable them to connect what is learned in the classroom to different sectors of for-profit and not-for-profit industries; (2) enhance their ability to be more competitive in the job market upon graduation, often through permanent employment with their co-op employers; (3) reduce student reliance on financial aid; and (4) create stronger relationships with the companies and organizations that hire our students.

Employers are increasingly considering internships a prerequisite to obtaining a job offer upon graduation. The 2013-2014 Recruiting Trends report prepared by Dr. Philip Gardner of the Collegiate Employment Research Institute at Michigan State University states that 80 percent of employers surveyed plan to offer internship programs for students. According to Dr. Gardner and a recent article from the National Association of Colleges and Employers, “Factors Associated with Job-Search Success” (November 2014), internships are a critical component in obtaining a job early in the job search process. A newly structured internship program will enable Career Services to enhance relationships with students by engaging them in the career planning process earlier in their academic pursuits. Further, for many UIC students, there are inherent barriers in landing quality internship experiences. Many are first generation college students and have to work to support themselves during their college career. A paid internship opportunity will significantly reduce the financial burden that many students face when seeking internships in their desired fields.

Institution: University of Illinois Springfield

Project Title: UIS Internship Services ICWS Grant Proposal

Project Director: Ms. Rachel Price
Coordinator, Internships and Prior Learning Services
University of Illinois at Springfield
One University Plaza, MS BRK 482
Springfield, IL 62703
(217) 206-6695
rpric3@uis.edu

Recommended Amount: To be determined

Project Synopsis: The objective of this project is to increase the number of paid internship opportunities available to students completing academic internships through the University of Illinois Springfield Internships and Prior Learning Services. We request matching funds for approximately 54 paid internship opportunities. Students will receive a wage of \$9 an hour for their work. Many college students require paid employment in order to complete academic internship requirements. Students require funds in order to pay college tuition, fees, living expenses, etc. In addition, students have obligations beyond academic coursework that can inhibit their ability to complete their internship requirements. Being able to earn a wage while completing an internship that contributes to their general education requirements will help make students' college costs more manageable. It also will allow students potentially to forego additional employment and devote more time to their academic studies.

Students participating in the Illinois Cooperative Work Study Program will complete their internships through the Internships and Prior Learning Services office, which requires an Internship Course in order for the students to earn credit. Upon successful completion of the Internship Course, students will have earned credits required for graduation; in addition, they will have obtained valuable experiences that can assist them in locating employment beyond college.

Institution: University of Illinois at Urbana-Champaign

Project Title: Illinois Cooperative Work Study Grant – UIUC

Project Director: Dr. Gail S. Rooney
Director, Career Center
University of Illinois at Urbana-Champaign
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Champaign, IL 61820
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Recommended Amount: To be determined

Project Synopsis: Providing transformative learning experiences by re-shaping the undergraduate student experience is one of the goals defined in the current University of Illinois at Urbana-Champaign (UIUC) strategic plan. Ensuring that integrative learning experiences, such as internships, are available to students is one strategy utilized to reach this goal. The Illinois Cooperative Work Study (ICWS) program at UIUC is well-aligned with this overall campus goal. The ICWS program supports more than 25 high quality internships, primarily located in Champaign-Urbana and the surrounding communities, that allow students to use knowledge and skills gained in the classroom. These internships enhance career readiness and employability and often lead to opportunities for full-time employment.

Specifically, the goals of the University of Illinois ICWS Program are to: (1) support high quality, paid internships, especially in STEM fields, that enhance career readiness and employability; (2) strengthen relationships with employers in the State of Illinois, especially small- to mid-sized tech organizations located in east central Illinois; (3) increase offers of STEM-related, permanent employment in the State of Illinois; (4) assist students in meeting the cost of higher education through paid work experiences; and (5) support public-private partnerships that drive economic development and innovation in the State of Illinois. Grant funds will be competitively awarded to employers using the following criteria related to the internship experience: (1) expectations and responsibilities are clearly defined and linked to students' academic major; (2) contribution to or completion of a meaningful project that allows students to put into practice classroom learning; and (3) plan to assess students' work performance and learning experience. Grant funds will support no more than 40 percent of student earnings, up to \$2,000 per student. By employers bearing a larger proportion of student earnings, the impact of this program is enhanced.

Institution: Waubonsee Community College

Project Title: Waubonsee Community College Illinois Cooperative Work-Study Program

Project Director: Ms. Julie Bechtold
Career Development Center Manager
Waubonsee Community College
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Recommended Amount: To be determined

Project Synopsis: Waubonsee Community College's (WCC) work-based learning program's goal is to complement and enhance its students' academic experiences with career-related experiences linked to their academic programs. Currently, 29 fields of study allow academically-eligible and qualified students to develop their skills under the supervision of faculty advisors and employers in Illinois Community College District 516.

The college's work-based learning program is administered by its Career Development Center and the Illinois Cooperative Work Study Program has enabled students, especially career changers, to graduate on-time with little to no student-loan debt. The Illinois Board of Higher Education's (IBHE) support also encourages partnerships between the college and businesses and industries within the private sector. Work-based learning opportunities made possible by them have consistently encouraged students to seek permanent employment in Illinois.

An award from IBHE in Fiscal Year 2016 will expand opportunities for students to pursue internships and maximize the use of matching contributions from businesses as well as social agencies. This is evidenced by WCC's institutional support and work-based learning program's past successes both on-campus and within the community it serves.

