



CRISTO REY JESUIT
CORPORATE WORK STUDY PROGRAM

CWSP ORIENTATION 2023-2024

August 3, 2023

WELCOME!



AGENDA



- CRISTO REY NETWORK
- CRISTO REY JESUIT MILWAUKEE
- CORPORATE WORK STUDY PROGRAM
 - OPERATIONS
 - STUDENT RELATIONS
 - CLIENT RELATIONS
- BEST PRACTICES PANEL
- QUESTIONS & TEAM DELIVERY!

NEW PARTNERS 2023-2024



MADISON MEDICAL
MILWAUKEE • MEQUON



WE'VE BEEN BUSY!

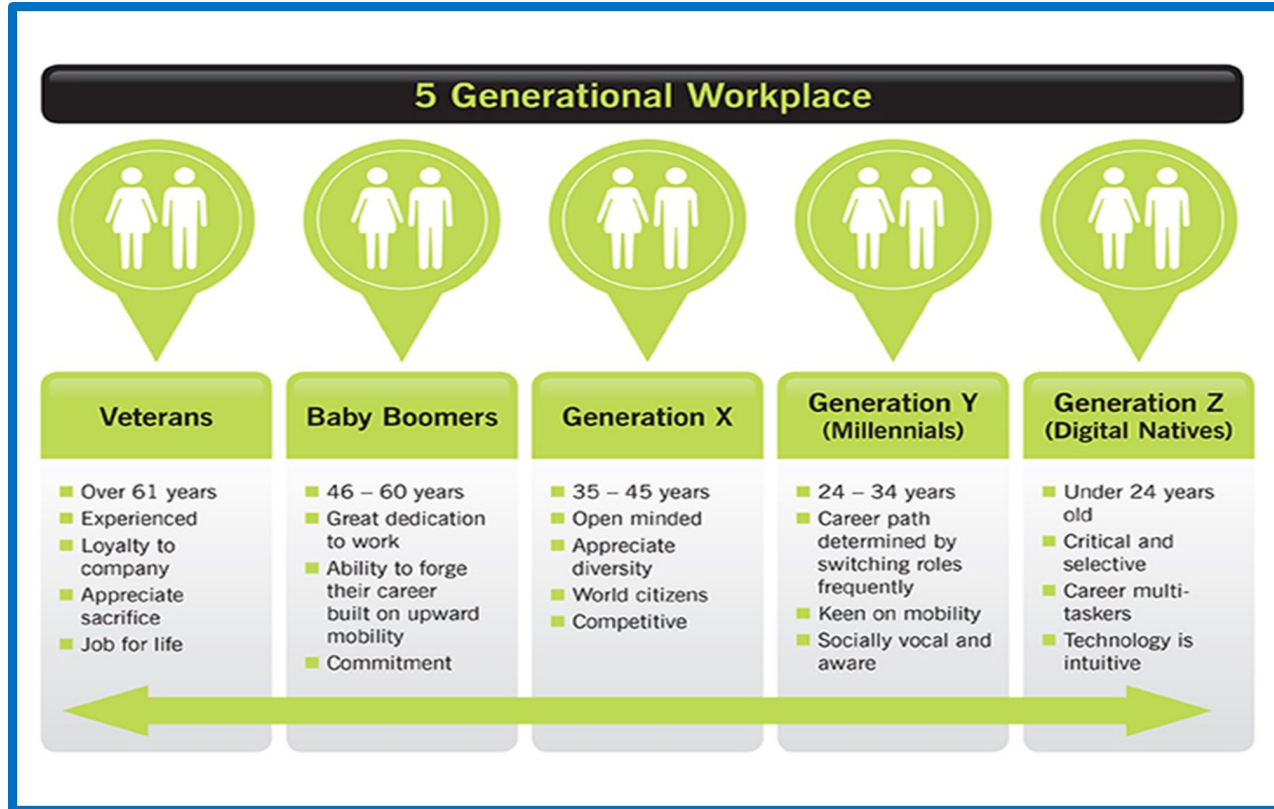


WORK CHANGES: 1990's TO TODAY – ANDREA MORAN

- Remote work is here to stay
- More experience is needed
- Manual skills in less demand
- The technology industry has skyrocketed
- Technological advances has helped us all
- The “death of the cubicle”
- Education employment increases
- “A little more laid back”



GENERATIONS IN THE WORKPLACE:



STRATEGIC PLAN: 2023 - 2027



Pathway Framework

Self Assessments + CWSP Placements + Pathway Exposure + College Preparation + Academics



Client Relationships

Understanding talent needs and current challenges



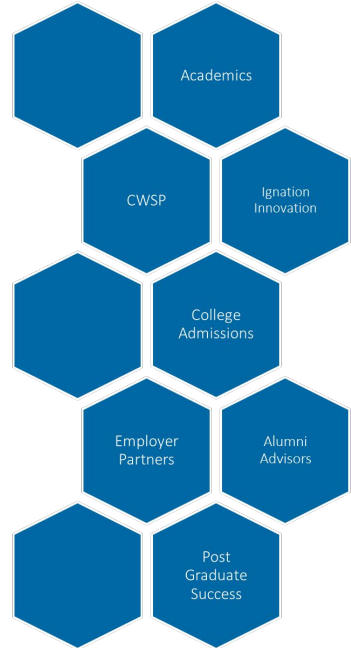
Internships & Permanent Placements with Partners

High School, College and Post Graduation



Innovative New Models

New Services/ Student businesses/ Remote Work/ Licensing & Certifications



HOW CAN YOU HELP?



Pathway Framework

Self Assessments +
CWSP Placements +
Pathway Exposure +
College Preparation +
Academics

- Mentorship of our students
- Experience Opportunities for Student Body
- Participate on our employer panels during this year



Client Relationships

Understanding talent
needs and current
challenges

- Talent Needs
- Connect us with your team of talent development professionals
- Leveraging opportunities



Internships & Permanent Placements with Partners

High School, Post High
School/College & Upon
Graduation

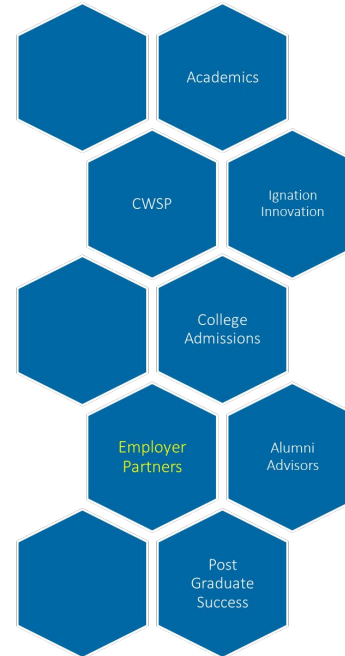
- Build relationships with our students
- Identify highflyers and lets discuss summer and pre college opportunities
- Provide honest feedback on timecards



Innovative New Models

New Services/ Student
businesses/ Remote
Work/ Licensing &
Certifications

- Outsourcing businesses
- Licensing opportunities or remote work opportunities
- Remote opportunities



OUR TEAM



**Everette
Fernandes**
Vice President
of CWSP



**Ellen
Wilkinson**
Director of Client
and Student
Relations



Tessa Rhodes
Corporate Work
Study Associate



Kaylee Beck
Operations
Manager



**Charonda
Oliphant**
Student Relations
Manager

CRISTO REY NETWORK



GUIDED
BY
FAITH

PREPARED
TO LEAD

CALLED
TO
SERVE

CRISTO REY JESUIT MILWAUKEE



Grad at Grad Values

- COMMITTED TO JUSTICE
- INTELLECTUALLY COMPETENT
- RELIGIOUS
- LOVING
- OPEN TO GROWTH
- WORK EXPERIENCED
























CORPORATE WORK STUDY PROGRAM



CORPORATE WORK STUDY PROGRAM



|  | Monday Seniors | Tuesday Sophomores | Wednesday Freshmen | Thursday Juniors | Friday Rotate |
|--|---|---|---|--|---|
| | Lesslie Hernandez | Daniela Gasca Gujosa | Kevin Rubio Vidrio | Jesús Díaz | |
| Week 1 |  |  |  |  |  |
| Week 2 |  |  |  |  |  |
| Week 3 |  |  |  |  |  |
| Week 4 |  |  |  |  |  |

4 STUDENTS SHARE ONE FTE
POSITION

STUDENTS WORK AROUND 6.5
HOURS/DAY

STUDENTS ROTATE ON
FRIDAYS

You will receive your
student team information
at the end of this session!

OPERATIONS



- Workday is 6-7 hours/day
 - Lunch is 30 minutes
- Transportation
 - CRJ vans and third party service
 - Drop off /pick up times emailed before first day of work
 - Drop off between 8:15 a.m. - 10:00 a.m.
Pick up between 2:00 p.m. - 3:30 p.m.

KEY POLICIES



Corporate Partner Handbook

- Attendance
- Uniform
- Technology-silent, out of view
- Daily Timecards
- No sharing personal contact information
 - Cell phone
 - Personal email
- Student safety for offsite event

Visit our Supervisor
Resource webpage!

[cristoreymilwaukee.org
/cwsp-supervisor-
resources](http://cristoreymilwaukee.org/cwsp-supervisor-resources)

STUDENT RELATIONS



Expectations for Student Workers

- CWSP is a required course for all students
- All the expectations and policies that apply in school apply at work
- Students fully understand that this is a real job, at a real workplace, with real responsibilities, and real outcomes



PREPARING STUDENTS FOR THE WORKPLACE



- This is a developmental program
- Our students are just that - students
 - They are in your workplaces to learn and to contribute
 - Please keep in mind they are not experts, yet
- **We ask for your support and feedback**
 - Performance is rated on growth, effort, and attitude
 - We need to know how they're doing
 - Be honest and fair
- CWSP Disciplinary Process



IGNATIAN INNOVATION IN CWSP



WHAT WE KNOW



- The world is complex and changing quickly
- Workers need skills and mindsets that support flexibility, creativity, entrepreneurship, and collaboration.
- CRJ is better placed than any school in Wisconsin to support effective development of the skills and mindsets that will empower students in college and careers.
- We need to leverage our unique position to help students develop into leaders and innovators.
- We will need your help to figure out how.

WHAT WE'RE DOING



- In partnership with Marquette University's E-Lead program, we've developed a framework for developing the mindsets, skillsets, and creative problem-solving skills that students will need to succeed in college and careers.
- The Ignatian Innovation Framework helps students prepare to blaze their trails into career exploration and value creation at partner companies in the evolving professional context.

IGNATIAN INNOVATION FRAMEWORK



Ignatian Design Thinking

The habits of thinking that drive innovation and leadership.

The organizational, emotional, social, and technical skills needed to lead yourself and others to create solutions and express ideas effectively.

A problem-solving process that merges design thinking with Ignatian spirituality.

HOW YOU CAN BENEFIT AND SUPPORT



- Students will be coming to you with increased clarity about the mindsets and skillsets they're developing.
- You will have new resources to support their development.
- We will be pushing and empowering students to find new ways to generate value for you and your organization.
- You can celebrate student mindset and skillset development at work in ways that are recognized and celebrated by the school.
- A new speaker series called "CRJ Learns" will launch, and we will invite you to both attend and present, learning and sharing your expertise alongside our students and staff.

SUPERVISOR TOOLBOX



Toolbox: A collection of lessons, advice, and resources to help you coach your student worker

- A mega document
- Use what YOU need!
- We are here to support
- Find the link on CWSP Supervisor Resource website

Online Office Hours: a platform to discuss best practices, answer questions, and build the relationship between CWSP and our partners

- 1st Wednesday of every month
- A sign up link coming soon!

CLIENT RELATIONS



- Beginning of the CWSP Year:
 - Communicate logistics
 - Onboarding checklist
- Throughout the Year:
 - CWSP Newsletter
 - Email / Phone Call Check-ins
- Site Visits
 - Department of Labor requirement, 1-2 visits/year
 - Meet with student on site and observe them work
 - Connect with program managers and supervisors to discuss how things are going, answer questions, check in on student performance



WHAT STUDENTS NEED FROM SUPERVISORS



- Warm welcome
 - Greetings & salutations
 - Get to know them personally within boundaries
 - Ideas for 1st day welcome:
 - Welcome sign or card on their desk/workspace
 - Company swag & brochure or annual report
 - Introduce them around the office
 - Eat lunch together
- Continuous Feedback & Communication
 - Feedback is a gift!
 - Cristo Rey Trailblazers are lifelong learners, open to growth.
 - Timecard feedback is critical
 - Positive and constructive
 - “Shared with student” box is default, students get email with feedback

WHAT THE CWSP TEAM NEEDS FROM PARTNERS



- Engagement
 - Thank you for attending today!
 - 2 site visits (Fall, Spring)
- Communication
 - **Program Managers:** You are our central contact for communication on the program. Please forward any information to your supervisors.
 - **Supervisors:** Keep us informed! We need to know the good, the bad, the seemingly unimportant
 - **Timecard feedback is critical**
 - Positive and constructive
 - “Shared with student” box is default, students get email with feedback
 - Shout outs, calls home
 - Daily timecards from Salesforce email address
- Patience



SUPERVISOR PANEL



Jackie Fessenbecker

Director of Administration
Glenn Rieder

Cerise Reed

Sr. Desktop Administrator
ATC

Carla Ritzman

Capstone Education Manager
Junior Achievement of WI

Lane Wienke

EVS Administrative Coordinator
Froedtert Hospital

CWSP SUPERVISOR PANEL



Thank you!

- Calendar, Handbook, Tips and Onboarding Checklist are in your folders.
 - Supervisor Toolbox will be posted to our website prior to the 1st day of work.
- Please line up on our learning stairs for a group photo
- Please visit the atrium to pick up your CWSP Team information
 - Do not share with your student workers! We have a special event 8/18.
 - Team info will be emailed to your Program Manager tomorrow.
 - Transportation information will be sent the week of 8/21
- 1st day of work is 8/28!

