

UNIVERSITY OF HARTFORD

THE HARTT SCHOOL

1/16/2020

CAAA – Social Justice & Equity

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REAL INDUSTRY DEI INITIATIVE

RE: ACCESS & EXPERIENCE

Fewer than half (41%) of college students feel well-prepared for their future careers, according to a recent McGraw-Hill survey. When asked what would have made them feel more prepared, the largest percentage of students (51%) responded with **“more internships and professional experiences.”**

RE: ACCESS & EXPERIENCE

As Goldie Blumenstyk wrote in the Chronicle for Higher Education:

“What about the students whose life circumstances don't allow them the luxury of relocating for a cool opportunity or taking on the equivalent of a second job, not to mention the students who lack the connections to land one?”

REMOVE OBSTACLES TO SUCCESS

- Barriers Exist:
 - Geographic
 - Time
 - Network
 - Financial Support

COMPANIES WANT TO HELP

- Ladder up? Or, Ladder Down?
- Lack resources in HR
- Little/No direct connection to schools

REAL INDUSTRY DEI INITIATIVE

- Provides an online platform to remove barriers of access, geography, time, & financial support
 - Connects students with mentors
 - Complete a portfolio project
 - Exchange LinkedIn support

RESULTS

- Overall- 36 students participated
- 18 different degrees represented from multiple colleges
- Supported by minority leadership groups
- Connection to partner institutions

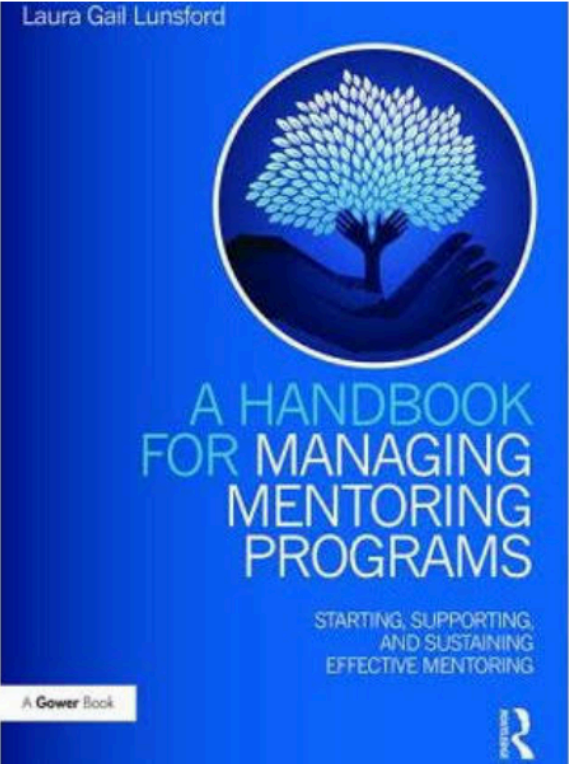
RESULTS

- Simeon: <https://professionalexperiences.com/home/project-launch-of-artist-omarapollo/>
- Jesse: <https://professionalexperiences.com/home/project-jesse-collins/>

RESOURCES

- www.realindustry.org
- https://formamente.guideassociation.org/wp-content/uploads/2010_1_2_Staley.pdf The Changing Landscape of Higher Education, David J. Stanley, The Ohio State University

RESOURCES



A Handbook for Managing Mentoring Programs: Starting, Supporting and Sustaining [Book]

Paperback · 206 page

Despite the interest and pervasiveness of mentoring there has been little attention devoted to professionalizing mentoring for program managers in learning organizations, ... [more »](#)

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WHAT CAN I DO?

- Identify community partners/mentors
- Learn about students' challenges
- Invent solutions

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