# Professional Apprenticeship Career Experience (PACE)

## The Science of Diversity: Data-driven Solutions for Higher Education & Careers in STEM

Amy Weinstein

PACE Program Manager

University of Massachusetts, Boston

amy.weinstein@umb.edu

UMASS BOSTON

# Professional Apprenticeship Career Experience (PACE) Program

*Innovative campus employment program designed to provide meaningful, career-oriented experiences for undergraduate students*

## Aspirational Apprenticeship

▸ **Paid, part-time, campus employment** to defray expenses while enabling students to engage fully with classes

▸ **Professional job responsibilities** to strengthen career readiness and attract future employers

▸ A "scaffold" of **increasingly challenging projects** and responsibilities over multiple semesters

## Meaningful Mentorship

▸ Mentor relationships **with faculty & staff** that provide regular, **constructive feedback** for professional growth

▸ A model that fosters **soft skills** and builds personal resources, including self-confidence in professional settings

▸ Supported network-building, career advice and resources

## Curricular Connections

▸ **Career course sequence** that complements on-the-job learning with modules about professionalism in the workplace, career exploration, transferable skills, and more

▸ Culminates into **student poster presentations** showcasing projects and research

## Bridge-Building to the Boston Economy

▸ **Industry Clusters –** initiated with industry to discuss skills alignment and provide off-campus opportunities

▸ *PACE Professionals in the Field Speaker Series* building a connection to alumni and employer partners and establishing ties to the Boston employer community.

UMASS BOSTON

# Professional Apprenticeship Career Experience (PACE) Program

**Program Sequence**

## PROMOTION

PACE promoted to first & second year students

- First year seminars
- Connected Futures
- Success Boston
- Student Support Services

## APPLICATION

Students express interest and are notified when positions are posted on Handshake

Resumes are sent to PACE. Students receive resume support, as needed

## EXPERIENCE

Students begin their Apprenticeship

- Multi-semester
- Mentored
- On-the- job learning
- Career-related
- Paid

2+ semesters including summers

## LEARNING

Students enroll

1-credit PACE Success Course 1st semester

- PACE Showcase poster presentation

On-going paid professional development

## TRANSITION

Transition to off-campus internships and full-time employment opportunities

- Career Fairs
- Alumni networking events
- Employer information sessions

UMASS BOSTON

# Professional Apprenticeship and Career Experience (PACE)

## Examples of PACE Apprenticeships in STEM

- ‣ CRM Administrator
- ‣ eLearning Video and Multimedia Apprentice
- ‣ Information Security Analyst
- ‣ IT LiveChat Support Agent
- ‣ Microsoft TEAMS Coordinator
- ‣ Office 365 and System Administrator
- ‣ Research Assistant (Microplastic Pollution)
- ‣ Research Assistant (Chancellor's Sustainability Committee)
- ‣ Research Assistant (UCaN Engineering Lab)
- ‣ Research Assistant (Nantucket Field Station)
- ‣ Research Assistant (Center for Social Policy)
- ‣ Research Computing Apprentice
- ‣ Web Applications Assistant

UMASS BOSTON

# Professional Apprenticeship and Career Experience (PACE)

**Equity Research**

▸ **Lumina Foundation equity analysis** - UMass Boston's Center for Social Policy is examining equity gaps in on-campus student employment and seeking to understand students' experiences with campus employment through student and supervisor interviews.

▸ **New Skills Ready Network** - a 5-year initiative serving six cities, including Boston, was launched by JPMC's $30 billion commitment to advance racial equity. Boston's strategy is aimed at dramatically increasing the number of Black, Latinx, special education, and English Learner students who progress through pathways and prepare young people to enter meaningful careers.

  ▸ **PACE - providing a pathway for Boston Public School students to UMass Boston into high-wage, in-demand jobs**

# Professional Apprenticeship Career Experience (PACE)

## The Student Experience

### Website Analytics & Production Apprentice

**Yensis**, Biology major

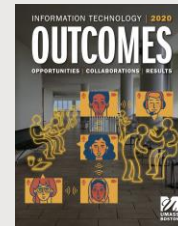"I have a goal to become a software engineer and PACE provides the opportunity to work with a variety of web technologies."

### IT Graphic Design Apprentice

**Allison**, Art major

"Having a strong portfolio is a must. PACE gave me that experience & more."

Designed Cover Art

### eLearning Video & Multimedia Apprentice

**Alejandro**, Communication major

"The PACE program is a unique opportunity that is allowing me to work in two career areas that I am interested in: Teaching and Video Production"

### Office 365 and System Administrator Apprentice

**Tung**, Computer Science major

" My PACE apprenticeship experience can help me with my problem-solving skills and in understanding how to manage and troubleshoot the data."

### Network Engineering Apprentice

**Sayed**, Computer Science & Information Technology major

"As a Network Engineer Apprentice, I have the opportunity to develop my skills and confidence to design, implement, deploy, and monitor an enterprise network. This experience will help me obtain a successful long-term career as a Network or Systems Engineer."

UMASS BOSTON

# Professional Apprenticeship and Career Experience (PACE)

## Apprentice Testimony Supports Measures of Student Success

**BELONGING**

▸ "PACE is a program that has helped me a lot in the experience and integration into the university environment at UMass Boston."

**CAREER READINESS**

▸ "The PACE program has provided me more information and guidance on career development than I could have ever discovered on my own through a regular job."

**CONFIDENCE**

▸ "The PACE Showcase was a great success of mine this semester. I was very nervous but I ended up doing very well and I was extremely proud of myself."

**ENGAGEMENT**

▸ "PACE has helped me to be better at communicating and networking with others and through the program I have made multiple connections with people that I will be able to keep in contact with forever."

**SKILLS ATTAINMENT**

▸ "I had to research and find software that could be used for Convocations 2021. The research required me to find and talk to different vendors, analyze options and decide the best route. Finally, I had to present the project to the Dean and explain why this software was the best option."

UMASS BOSTON