THE COMMONS
VIRTUAL SUMMER
INTERNSHIP

FINAL DATA REPORT

THE COMMONS

VIRTUAL SUMMER INTERNSHIP 2020

DEVELOPING DIGITAL INNOVATION SKILLS WHILE INCREASING CONNECTEDNESS TO THE MKE REGION.

22% INCREASE IN LIKELIHOOD TO STAY IN THE REGION

50%+ MADE A LOCAL EMPLOYER CONNECTION FOR EMPLOYMENT OR INTERNSHIP

The Milwaukee Tech Hub Coalition has a goal of doubling the tech workforce in SE Wisconsin by 2025. The Coalition works to drive regional growth, foster tech opportunities, and meet employers' growing need for skilled tech talent.

www.mketech.org

The Commons is an initiative of The Greater Milwaukee Committee, a non-profit civic organization dedicated to making the region the best place to live, learn, work, play and stay.

www.thecommonswi.org

700+ APPLICANTS

120 STUDENTS

25% ADVANCED TECH

1:1 MALE:FEMALE

1:1 WHITE:PoC

93% BELIEVE NEW TECHNOLOGY AND AN UNDERSTANDING OF TECHNOLOGY-RELATED SKILLS ARE NEEDED FOR FUTURE CAREER PATH

87% APPLIED TECHNICAL SKILLS IN NEW AND UNIQUE WAYS

BY THE NUMBERS

- **706 applications** from **65** colleges, universities and high schools

- **121** students accepted, representing **27** different schools

- **27** students accepted onto advanced tech team

- **89% in-state** and **10% out of state**

- **15** funders supporting **91** paid student stipends

- **121** participating mentors representing **70** local companies

- **35** local leaders providing workshops and presentations

BY THE NUMBERS (CONT'D)

COHORT DEMOGRAPHICS

Female: 56%

Male: 44%

White: 52%

BIPOC: 48%

College: 84%

High School: 16%

First Generation: 30%

18-24: 89%

25-34: 10%

45-54: 1%

SKILL DEVELOPMENT

	pre-program	mid-program	post-program	
Critical Thinking	7.0	8.0	8.8	**+ 25.7%**
Communication	7.1	8.1	8.9	**+ 25.4%**
Creativity	6.9	7.8	8.7	**+ 26.1%**
Collaboration	7.3	8.2	8.8	**+ 20.5%**
Multi-Disciplinary Teams	6.7	7.9	9.0	**+ 34.3%**
Adaptability	7.4	8.1	8.8	**+ 18.9%**
Curiosity	7.6	8.1	8.9	**+ 17.1%**

SKILL DEVELOPMENT

	pre-program	mid-program	post-program	
Risk Taking	6.7	7.7	8.4	**+ 25.4%**
Persistence	7.5	7.8	8.7	**+ 16.0%**
Goal-focus	7.4	8.0	8.9	**+ 20.3%**
Technical Skill Sets	6.8	7.7	8.7	**+ 27.9%**
Valued Skills	7.0	7.9	8.7	**+ 24.3%**
Network Connections	5.2	6.8	8.5	**+ 63.5%**
Regional Potential	6.8	7.3	8.3	**+ 22.1%**

COMPONENT RATINGS *(1-5 scoring)*

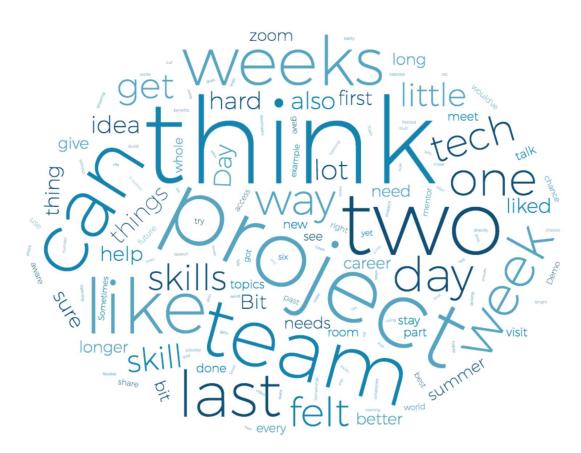|	
The first 2-week startup sprint	4.2
The 6-week innovation challenge	4.6
The last 2-weeks of individual skill development	3.6
The morning workshop sessions	4.3
The afternoon Lunch + Learn sessions	4.5
The Bit by Bit Virtual Learning Conference	4.3
The Isolation Innovation sessions	4.1
Demo Day	4.8

COMPONENT RATINGS *(1-5 scoring)*

The pre-recorded pitches for Demo Day	**4.3**
The Virtual Intern Networking Day	**4.4**
The Mentor Feedback sessions	**4.5**
The multi-disciplinary/school teams	**4.8**
The Advanced Tech Team students	**4.2**
The Advanced Tech Team 1-on-1 mentors*	**3.9**
The Individual Learning Plans	**3.8**
The Zoom + Slack + Google Drive technology	**4.7**

* some interns elected not to contact the mentor assigned to them

FAVORITE PIECES OF SUMMER

OPPORTUNITIES TO IMPROVE

AFTER WORKING ON THESE PROJECTS...

Do you have a better understanding of how your discipline connects to others for the purpose of developing/implementing new solutions?
96.5% = Yes

Can you say that you were able to apply your technical skills in new and unique ways?
86.9% = Yes

AFTER WORKING ON THESE PROJECTS...

Can you say that you are inspired to learn more
about other disciplines?
85.1% = Yes

Do you believe that knowledge of new technology
and an understanding of technology-related skills
are needed for your future career path?
93.0% = Yes

PEER NETWORK

Do you feel like you've developed a stronger peer network? Did you learn things from your peers that you otherwise would not have learned in school or on the job?
98.7% = Yes

PEER NETWORK

"Yes, my teammates were all very helpful and gave a lot of advice. They led by example and just by being involved in the team introduced me to professional communication and team responsibility not found in group projects at school."

"Being a CS student, I'm very rarely exposed to the business and marketing world. This experience allowed me to build those skills."

"Yes! My LinkedIn grew tenfold and I was constantly learning about other disciplines that my teammates were experts in."

"Someone on my team said he would be happy to be a reference for any of us in the future, and I think that shows that kind of connections we were all able to make this summer in our teams."

EMPLOYMENT OPPORTUNITIES

Have you made a connection to a local employer and are in process for securing an internship or employment as a result of your participation in this summer's program?
50.9% = Yes

EMPLOYMENT OPPORTUNITIES

"No, but I applied for an internship at Milwaukee Magazine, and at the interview, they asked me about my internship here and had heard of it and were extremely impressed by that! I find out next week if I got it!"

"YES!!! No Studios. I'm scheduled to meet with them and tour the office next week. I cannot thank you enough :,)"

"Yes. My interview for a co-op is ongoing and the company likes the experience in multi-disciplinary teams."

"No, but when I read the descriptions for the Intern Networking Day I noticed some interesting opportunities that I might pursue later."

HOW HAVE YOUR SKILLS GROWN?

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"What working on a GOOD team looks like -- so often I'm in group projects where I have to take over and do the majority of the work. I've grown in a few tech skills such as Django website building, iOS development with Swift. I've improved market research skills and how to narrow in on valuable insights."

"I've gained a lot of professionalism, and time management in order to meet deadlines. I added to my JavaScript skills and will keep improving on it as a software developer."

"I have grown in that I have gotten out of my comfort zone more than I have before, I have never had this much experience with working with a multidisciplinary team before."

CAREER PREPAREDNESS

Do you feel more prepared for your next steps in your career? What are the things you're still curious about or feel like you're missing in your preparation for your career?

96.5% = Yes

CAREER PREPAREDNESS

"I feel more prepared in teamwork aspects and staying on track with a timeline. I think I didn't push myself out of my comfort zone by trying to better my coding or learn new coding. I didn't believe in myself to accomplish things with code so I looked at alternatives. I think I need more practice and projects to build up a portfolio."

"Yes definitely! I confident that this summer would be a great launchpad to future opportunities. I have made awesome connections and gained a lot of soft and some technical skills."

"I feel prepared in the sense that I'm more comfortable to seek out opportunities of what I want to learn for myself."