Work-Study experience as an opportunity for skill building.

- We have a unique advantage in hiring student help. University students have already been vetted through the university admission process.

- For those who grow up in a working-class background, there is an emphasis on seeking work to earn income and fill time. There is not as focus on building skills.

- Usually no opportunity for unpaid internships.

- For those in a rural setting, there are also fewer opportunities for jobs or internships with "office experience."

- Students from lower income situations tend to rely more heavily on open access free software / google docs on personal computers. More likely to have relied on cell phones at home.

- As stated before, we are in a unique opportunity at universities, to have a pool of applicants who have been vetted by admission to the university.

- I look for students who have demonstrated personal responsibility/ commitment and the ability to schedule their time wisely. Do not discount food service work or retail experience.

- With hiring students it is often about who will show up, who can follow instructions, who wants to learn.

- Working on their high school newspaper or yearbook is a possible skill building activity.

- There is a natural tendency to seek the skills needed for the job at hand, rather than thinking of training students.

- There's no question that working at the press is a valuable learning experience for students. Many of our students have gone on to work in publishing or for literary agencies. Working at the press gives students marketable skills and helps build their resumé

- I came to see we could offer to teach skills to students, which is in keeping with our university's mission of education.

"Employers that care about recruiting the most talented candidates for their entry-level roles should understand that some of those candidates face more barriers than others when entering the workforce. By being conscientious about the challenges that first-generation professionals grapple with, companies can minimize the barriers that might exist in their current hiring processes and find the best candidates for the job, regardless of their background."

4 Challenges First-Generation College Students Face During Their Job Search

https://ripplematch.com/journal/article/challenges-first-generation-college-students-face-during-their-job-search-98d1cd26/

- We are in a unique position to give these students marketable experience and skills that can help them build their resumé.

- Helps us strengthen our relationship with our parent university and our career resources office.

- We've also strengthened our relationships by offering training for student groups, and faculty as well, regarding printing and publishing processes.

Digital Divide

- Digital Divide still exists:

https://www.governing.com/now/Its-2020-Why-Is-the-Digital-Divide-Still-with-Us.html

- Broad-band divide

https://www.brookings.edu/blog/techtank/2020/03/17/what-the-coronavirus-reveals-about-the-digital-divide-between-schools-and-communities/

"Because low-income families tend to be more smartphone-dependent, they lack access to multiple internet-enabled devices (e.g., tablets, PCs or laptops) to get online, according to a study by the Pew Research Center. School-age children are most affected by this lack of ubiquitous access with 35% of their households without broadband service in 2015. A few years ago, FCC Commissioner Jessica Rosenworcel referred to this phenomenon as the "homework gap," where low-income students who lack online access lag behind their higher-income counterparts when completing assignments and other school-related activities."

Pew study: https://www.pewresearch.org/fact-tank/2019/05/07/digital-divide-persists-even-as-lower-income-americans-make-gains-in-tech-adoption/

Tools for success

- If possible, hire multiple students for shorter shifts. This allows for gaps to be covered, if students need time off due to illness or for work load.
- Always encourage students to put their school work first.

Resources:

- Videos for learning through Linked In Learning, formerly Lynda.com

- InDesign: Quick Start

https://www.linkedin.com/learning/indesign-quick-start/welcome?u=41910748

- Photoshop: Interface Introduction

https://www.linkedin.com/learning/learning-photoshop-cs6/interface-overview?u=41910748

- Photoshop: Working with Layers

https://www.linkedin.com/learning/learning-photoshop-cs6/working-with-layers?u=41910748

- Photoshop: Selections

https://www.linkedin.com/learning/learning-photoshop-cs6/intro-to-selecting?u=41910748

- Photoshop: Working With Text

https://www.linkedin.com/learning/learning-photoshop-cs6/creating-text?u=41910748

and, editing text:

https://www.linkedin.com/learning/learning-photoshop-cs6/editing-text?u=41910748

- Photoshop:

Understanding Pixels:

https://www.linkedin.com/learning/learning-photoshop-cs6/understanding-pixels?u=41910748

Understanding Resolution:

https://www.linkedin.com/learning/learning-photoshop-cs6/understanding-resolution?u=41910748

Resources:

Adobe tutorials: https://helpx.adobe.com/photoshop/tutorials.html

https://helpx.adobe.com/indesign/tutorials.html

Procedures should be descriptive and detail oriented step-by-step guides. Screenshots of computer interfaces can be helpful.

- Layout Notes—some basic concepts in design and image manipulation.

- WordPress & blog writing

I find it best to give tasks that have clear parameters.

For example, with blog posts, I clearly identify which books are to be part of the post and with a little guidance and give them resources to find more information.
Examples of blog posts:

Bauhaus post
https://wespress.blogs.wesleyan.edu/2019/09/27/celebrating-the-bauhaus-centennial/

Janet Collins post

https://wespress.blogs.wesleyan.edu/2015/08/14/the-life-of-janet-collins/

Alvin Lucier post

https://wespress.blogs.wesleyan.edu/2017/10/31/alvin-lucier-at-the-issue-project-room/

garnet poems

AN ANTHOLOGY OF CONNECTICUT POETRY SINCE 1776

EDITED BY DENNIS BARONE

Connecticut may be a small state but it is large indeed in its contribution to the nation's literature. Garnet Poems features forty-two poets whose work has a strong connection to Connecticut, making it the first major anthology of Connecticut poetry to appear since the mid-nineteenth century.

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—Lee A. Jacobus, professor emeritus, Univ. of Connecticut

Garnet Poems
An Anthology of
Connecticut Poetry Since 1776
edited by Dennis Barone

Find it at your local bookstore!

Use this QR code to view a map featuring information about the poets featured in the book.
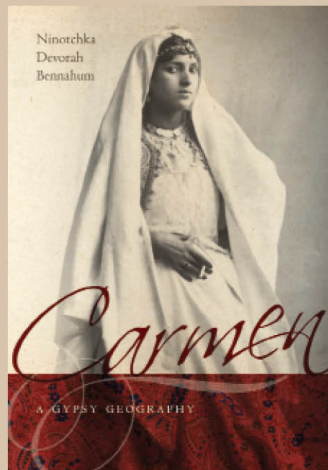
PLEASE JOIN US FOR A
SPECIAL PRE-PERFORMANCE TALK

Carmen

A GYPSY GEOGRAPHY

BY

NINOTCHKA DEVORAH BENNAHUM

Saturday, April 5, 2014 6:30PM
Followed by a 7:30PM Curtain of
Carmen
Presented by the State Street Ballet
The Granada Theatre
1214 State Street
Santa Barbara, CA 93101
Box Office: 805.899.2222

"A significant study of the intersections
between historiography, musicology,
arthistory, literary theory, religious,
cultural and dance studies,
consolidated in the moving figure of
Carmen, the Gypsy dancer."
—Michelle Heffner Hayes, author of

my life

and my life

in the

nineties

LYN HEJINIAN

- Image resizing and conversion

- Image and file uploading to repositories

- Slide show trailers for books

- Blog posts and limited website work

- Research

- Data entry

- Taking photographs for social media

What hasn't worked:

I find students need guidance on blog post content, not being familiar with backlist. Detailed website work can be difficult for them too.

Want to find a way to measure success/failure. Evaluations?