

Supporting Military Connected Student Growth Through on Campus Employment

Presented by Bailey Gosline With Guest Speaker Nayelli Lopez

Supporting Military Connected Student Growth Through on Campus Employment

- Creating a supportive work environment
- Offering professional development opportunities
- Providing comprehensive support beyond the classroom



Program Manager

Center for Military Affiliated Students
The University of Texas at San Antonio
Office of Veteran and Military Affairs





Programming and Events
The University of Texas at San Antonio
Office of Veteran and Military Affairs

Program Coordinator



Group Discussion

Please refer to handout





UTSA Veteran and Military Affairs

Our Mission

VMA will serve as the hub for all engagement and services; educational benefits, advocacy, innovation, and collaboration to facilitate the transition and success of military affiliated students at UTSA.

Our Purpose

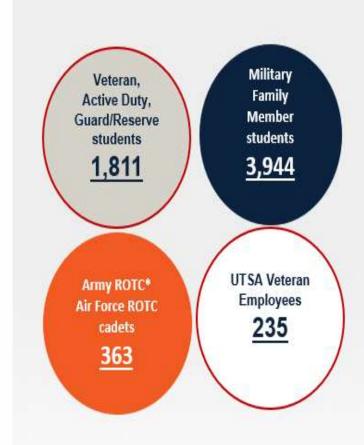
To provide the level of support for military-connected students that we would want for ourselves.





What We Do

- Process federal and state military education benefits
- Provide comprehensive, timely, and accurate customer service
- Cultivate, collaborate, and execute high quality engagement and programming



Military Affiliated Total: 6,353



UTSA VMA Work Study Program

Our Goals

- Create a mutually beneficial relationship
- Provided meaningful employment experiences for working learners
- Supporting the department's staffing needs across various areas

Program Operations

- VA Work Study
- Overseen by Program Manager



VA Work Study

Eligibility:

- All of these must be true:
 - You're enrolled at least 3/4-time in a college degree, vocational school, or professional program, and
 - You can finish the work-study contract while you still qualify for education benefits, and
 - You're using an approved VA education benefits program to pay for your education or training



Who are our Student Workers?



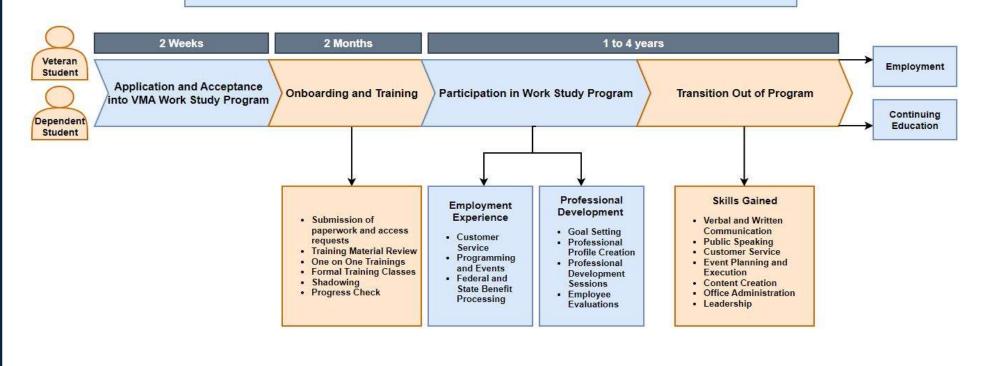
Nayelli's Story

Work Study Experience

- NVLF Fellowship
- Social media management
- Collaboration with VSOs
- Planning and executing events



Life Cycle of a Veteran and Military Affairs Student Worker



What do Student Workers Want?

Collaborative Culture

Students value a supportive and communicative work environment that fosters camaraderie

Professional Development

Students seek out meaningful professional development experiences to enhance their career readiness

Interactive Training

Student workers desire engaging and interactive training opportunities to develop their skills

Support and Engagement

Students appreciate feeling valued and receiving support from their employer



Providing Comprehensive Support

Student-First Mentality

Prioritizing the needs and development of the student workers

Professional Development

Offering a range of professional development opportunities

Mentorship and Engagement

Student workers receive mentorship and have access to engagement opportunities that foster a sense of community and support

Scholarships and Recognition

The program provides grant and scholarship opportunities, as well as recognition of the achievements of its student workers



Sense of Belonging and Community













Professional Development Opportunities

Individualized Paths

- Career Exploration
- Expanded Duties
 Based on Aptitude

SMART Goals

- Personal and Professional Goals
- SMART Goal Framework
- Goal Setting Activities
- Self-Assessment

Professional Profiles

- Resume Building and Review
- Headshot Photography
- LinkedIn and Online Presence

Development Workshops

- Resume Review
- LinkedIn
- Interview skills
- Financial Literacy
- Public Speaking
- Leadership
- Entrepreneurship

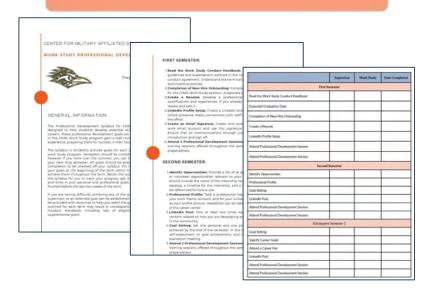
Employee Evaluations

- Identify Areas for Growth
- Assess Progress
- Receive Feedback on Program

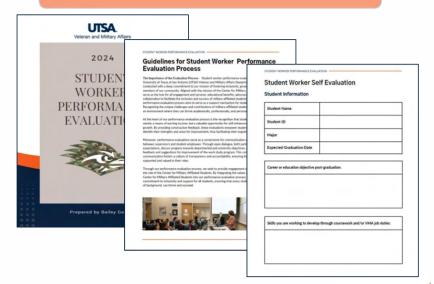


Professional Development Materials

Professional Development Syllabus



Student Worker Performance Evaluation





Challenges

VA Work Study Program

- Compensation
- Timesheet Processing
- Contract System
- VA Guidance

Campus Support for Student Workers

- No Universal Standards
- Lack of Manager and Student Resources
- Lack of Recognition



Ongoing Innovations

Working Learner Enhancement Team

- Train and develop new and current supervisors
- Improve team dynamics and student retention
- Update resources for supervisors and working learners
- Foster a culture valuing working learners
- Increase pay, promotions, and long-term job opportunities

Student Worker Alumni Program

- Network of former and current student workers
- Extend community beyond graduation
- Open opportunity for networking
- Gather data on long term implications of program



Thank You

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