

Why Our Program Works

One of the unique elements of a Loyola education is that, as a prerequisite for graduation, all juniors and seniors participate in our Loyola Work Experience Program. Started in 2003, this program allows our students to spend one day per week in the offices of our program Partners where they gain practical, real-world work experience that helps them find success beyond their academic studies. Working in a business environment, Loyola students gain professional role models, refine a strong work ethic and better understand the expectations of future employers. At the same time, students build personal pride from assuming part of the financial responsibility for their own education.

Loyola currently has program Partners from many industries and companies such as Ford Motor Company, Beaumont Health System, IHS Markit and DTE Energy. Our Partners report many benefits to their company culture: An increased level of energy from having young people in the workplace, a solid contribution from value-added student work and a potential talent pipeline to strengthen diversity, equity and inclusion. Most importantly, Partners typically report “joy” in being part of a program that develops “Men for Others, Men for Detroit.”



Program Description

The program is professionally managed, process-proven and participation is both easy and rewarding for our Partners. Here are the details.

Program Details:

- ▶ All Loyola Juniors and seniors work one day each week, plus one Friday per month in entry-level clerical positions at law and accounting firms, manufacturers, healthcare facilities and other service providers. These employers are referred to as the Loyola Work Experience Program Partners.
- ▶ Revenue generated via the Loyola Work Experience Program helps to cover the substantial gap between the actual cost to educate a student at Loyola (\$20,000) and the average tuition paid by a typical Loyola family (\$1,250).
- ▶ A traditional Full Time Equivalent (FTE) placement results in four students sharing a full-time position with each student working one day per week, Monday – Thursday, and rotating each Friday. Less than FTE placements are also available.
- ▶ The Loyola Work Experience Program charges a flat fee and handles all payroll, W-4, workers compensation, FICA and other payroll issues.
- ▶ Partners who engage a FTE position with the Loyola Work Experience Program pay a fee of \$32,000. Partners who outsource a less than FTE placement pay a pro-rated fee of \$8,000 per student .

Frequently Asked Questions:

Q: What are the Loyola Work Experience Program's start and end dates?

A: The program runs in concert with the school year typically beginning the Tuesday after Labor Day until the last day of school - normally the second week in June.

Q: Do students receive any job training to prepare for their placements?

A: Yes, the Loyola Work Experience Program provides summer training sessions, as well as periodic sessions throughout the school year. Training includes workplace etiquette, phone skills as well as filing and photocopying. Additionally, students are skilled in Microsoft Word and Excel from their Loyola computer classes.

Q: How are students assigned?

A: After determining the needs for each position and evaluating student skills and interests, the Loyola Work Experience Program staff assigns each student to his position.

Q: How do students make up missed classroom instruction?

A: When Loyola made the decision to adopt the Loyola Work Experience Program in 2003, the faculty and administration developed a schedule for juniors and seniors that ensures students do not miss classroom instruction because of workdays.

Q: Who supervises the students?

A: The Loyola Work Experience Program staff, in consultation with the Partner, supervises students. The Loyola Work Experience Program Director works with each student and Partner in all supervisory matters.

Q: How do the students get to work?

A: The Loyola Work Experience Program staff provides transportation to and from the work site.



Working with the young men from Loyola has definitely been a win-win. Watching them grow and mature and become service-oriented young men is uplifting. Beaumont Health is grateful for the service they provide and proud to be a supporter of this program for several years.

– Nancy Carlisi, Beaumont Health

Q: Can students work on school holidays or during the summer?

A: At the mutual agreement of the individual student and the Loyola Work Experience Partner students can also work for the partner during school holidays, breaks and summer vacation. Any wages earned "beyond" contracted hours under these circumstance would be retained by the student.

Q: How do the students dress for work?

A: Students typically report to work in their school uniform which consists of dress pants, dress shirt, dress shoes, belt and tie. Students' attire can also be adjusted as needed depending on the specific circumstances of the Loyola Work Experience Partner work site.

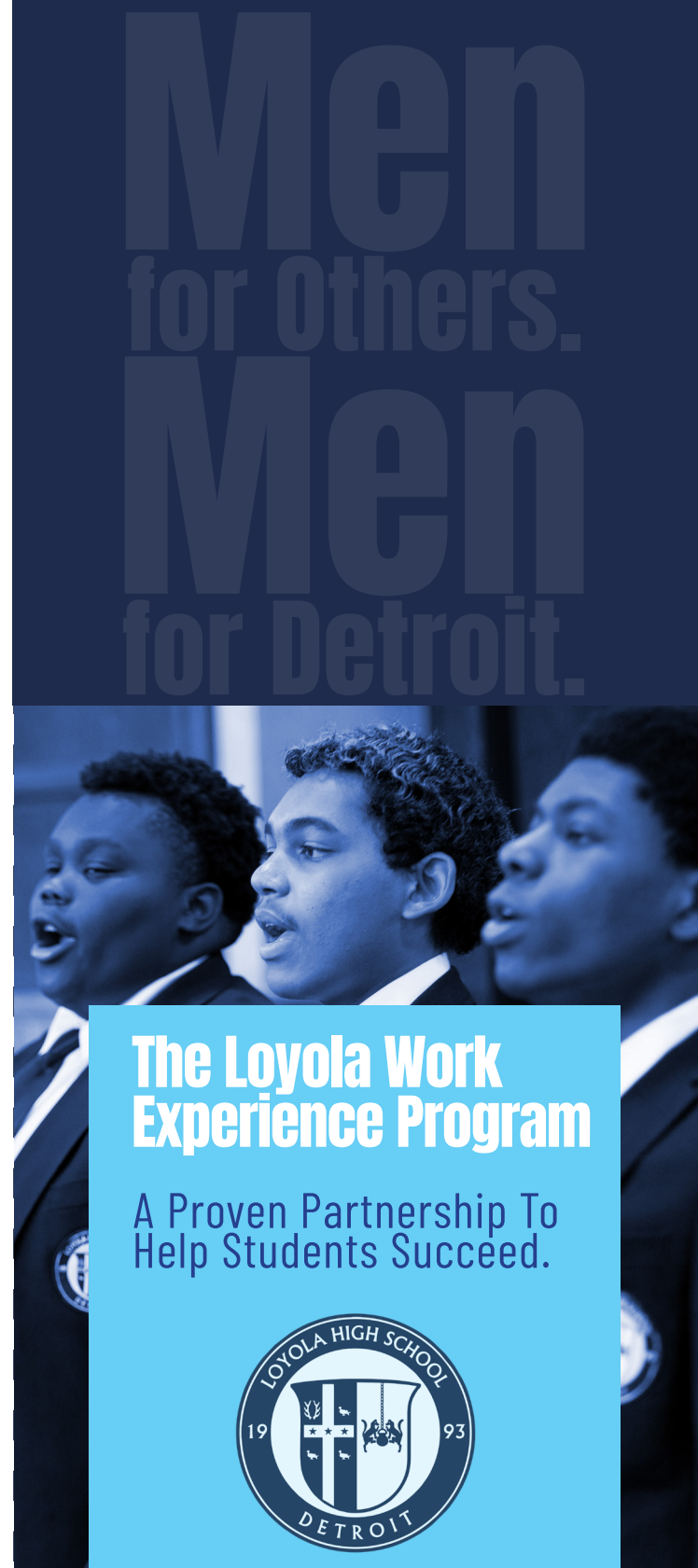
Q: How can our company get more information?

A: For more information, please contact Kenneth Gardner at 313-861-2407, ext. 526 or by email at kgardner@loyolahsdetroit.org



Loyola's program has been a wonderful experience. It's a well-run program with administrators and staff at the school who genuinely care – not only about the performance of the participants but also about the development of these young men to prepare them for their paths in life wherever that takes them.

– Jason J. Tipton, Ford Motor Credit Company



The Loyola Work Experience Program

A Proven Partnership To Help Students Succeed.

