

**Method** - The Student Employment Survey was conducted May 1-16 via a Qualtrics web-based survey. The survey link was sent to 1865 students and 497 usable responses were received – a 27% response rate. This was our first student employment survey following Division-wide implementation of IOWA GROW™.

**Survey Content** – The Student Employment Survey asks about key outcomes of student employment: **written and oral communication skills, preparation for real-world employment, learning about career options, multicultural competence, time management skills, conflict resolution skills, critical thinking, and ability to see connections between work and academics.**

Open-ended items ask students to explain one way their job has contributed to their success as a student and one specific skill they have gained through their student job.

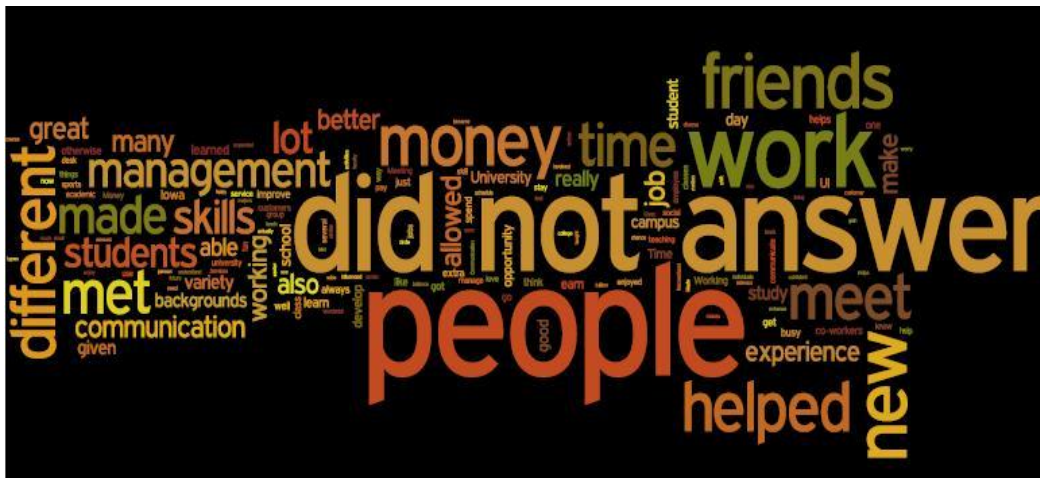
Students were also asked about the extent to which their supervisor helped them make work-academic connections and the number of work-academic conversations (IOWA GROW™) they have had with a supervisor during the spring semester.

**Analysis** - We generated descriptive statistics for likert-scale items. We performed z-tests and t-tests for differences in proportions and means, respectively. Open-ended responses were coded into themes. Graphic representations (Wordle.net) of student responses on the key positive impact of employment were created.

### Key Findings

- **IOWA GROW™** participants were more likely to agree/strongly agree that their job was helping them attain the nine outcomes of student employment. Means and proportions were significantly different ( $p < .01$ ) for **IOWA GROW™** vs. non- **IOWA GROW™**.
- **IOWA GROW™** participants were more likely to report the following gains from student employment:
  - Gaining work/Career related skills
  - Time management skills
  - Forming relationships
  - Enhancing communication skills
- Non-GROW participants were more likely to report that the major benefit of being a student employee was simply earning money.
- While the **IOWA GROW™** program is positively influencing the student employment experience for those that participate, compliance across the Division is area that needs improvement. This simple intervention clearly helps students make meaning of their work/academic experiences.

Wordle for impact of student employment – Non- IOWA GROW™ participants



Wordle for impact of student employment – IOWA GROW™ participants

Department	% of survey respondents	% of respondents who had IOWA GROW™ conversations
<i>University Housing and Dining</i>	58%	52%
<i>Recreational Services</i>	22.1%	63%
<i>Iowa Memorial Union</i>	14.7%	49%
<i>Center for Student Involvement and Leadership (includes UI Student Government)</i>	2.6%	85%
<i>Student Disability Services</i>	2.2%	82%
<i>Student Health Service</i>	Less than 1%	50%