



FINANCED INDIVIDUALIZED
TRAINING AT RWU

What is FIT?

A Program Summary

Summary

During the 2018-2019 Academic Year, Roger Williams University will continue to sponsor the Financed Individualized Training (FIT) project for undergraduate students. This employment-based program will provide a student with income and also incorporate meaningful paid employment experiences into her or his academic program. Research has shown that this project will be unique in American higher education. Initially, the project will involve a limited number of students and employers, but if it is deemed successful, the project will be expanded to include an increased number of participants.

To continue the program, the University has dedicated a certain amount of its financial assistance resources to support this project that allows a student, beginning in the sophomore year, to participate in a paid employment program tied to his or her chosen academic discipline. This employment program may involve a faculty and/or staff member and normally will continue for three years until graduation, subject to his or her continued adherence to the student code of conduct, being otherwise in good academic standing, favorable evaluations by the academic leaders and the employer and continuation of adequate funding. A final report will be expected of the participating student.

Considerations

- The program began in the 2014-2015 academic year with 20 students across a minimum of 10 departments
- Selected students will participate from their sophomore to senior years
- The program is designed to accommodate 60 students at any given time, though we are unlikely to consistently see 100% retention for the entire three years
- Each department may have no more than two students in each class level
- Architecture currently has a similar program accommodating approximately 50 students; 25 juniors and 25 seniors

2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
20 (class of 2017)	20 (class of 2018)	20 (class of 2019)	20 (class of 2020)	20 (class of 2021)
	20 (class of 2017)	20 (class of 2018)	20 (class of 2019)	20 (class of 2020)
		20 (class of 2017)	20 (class of 2018)	20 (class of 2019)
20	40	60	60	60



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Student Participation

- Students must apply to participate and proceed through a selection process
- Students will participate sophomore through senior year
 - *Participation may begin in the summer (after July 1) following the conclusion of freshman year*
 - *Students may not participate beyond their graduation or enrollment*
- Roles will increase in responsibility, which will be reflected through increased compensation
- Applications will be reviewed by the department to which students are applying to assure:
 - *The student has the skills and capabilities necessary to succeed in the role*
 - *The student is prepared to commit to three years of employment and is interested in the role for which they are applying*
 - *The student is interested in and willing to accept and utilize constructive criticism*
 - *The student is committed to participating in the parallel program*
 - *The student is able to commit the time required to participate in the program*
 - *The student must work a minimum of five hours during each week (but no more than 20 hours per week during the academic year)*

Department/Employer Participation

- Academic and Administrative Departments will apply for participation, submitting an application for each position
- Applications will be reviewed by the committee to assure:
 - *That the department or employer is prepared to provide consistent and strong mentoring for individual students and is committed to a supervisor's role as mentor and manager*
 - *There is a clear plan for how the role will progress over the three years while maintaining ties to the student's academic experience*
 - *The employment role has clear ties to academics and, if not inherently academic, is approved by a faculty member*
 - *The department or employer is committed to participating each year in the formal written evaluation process of the student's work, which will be delivered to the student and submitted to the committee*
 - *The department or employer will support the student's participation in the parallel program*
 - *The department agrees to submit a yearly summative report*
 - *The student must work a minimum of five hours during each week (but no more than 20 hours per week during the academic year)*



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Program

- This program is designed to support a student's development as a professional during his or her participation in this program
- This parallel program will be offered in concert with the workshops provided by the Center for Career & Professional Development and will also provide additional guidance for students and their development under the premise that the employment roles they have assumed are professional roles
- Contact with instructors will serve to introduce students to faculty and staff, outside their academic department and employer, who have an interest in their development and may act as mentors
- A series of seminars will be offered by the Center for Career and Professional Development

Career Planning Seminar (CPS)

Preparedness is key when seeking and obtaining an internship, professional job or graduate school acceptance. By attending this 10-week Career Planning Seminar, students will enhance their understanding of the following:

- Personal Branding Materials
- Job/Internship Search
- Internship Registration
- Networking
- Digital Identity & LinkedIn
- Interview Skills
- Application Process
- Professional Expectations
- Budgeting & Negotiation
- Career Values

CPS is a 0-credit pre-requisite for all students doing a credit bearing internship.

Please contact the Center for Career & Professional Development at 401.254.3224 or careers@rwu.edu.



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Application Process

- Applications from both departments and students will be reviewed by Enrollment Management & Marketing
- Each selected hiring department will choose the appropriate candidate that meets their department's needs
- An application schedule for new participants will be set, adhered to and posted online
- An annual evaluation of the student's work and a meeting to formally discuss the evaluation with the student will occur on a schedule to be posted online
- Each department is required to submit the student evaluation and a summary report annually to the committee