

Fall 2015 Lunch and Learn: Understanding the Past to Impact the Future



On October 27, 2015 we hosted our first Lunch and Learn for the academic year. Hosted by one of our sponsors, Chubb Group of Insurance Companies, we had the opportunity to hear from a Cristo Rey alumna and a guest speaker.



Hilary Cayetano '14 spoke about her experience at one of her placements, which went above and beyond what she could have hoped for. Driving her to college interviews and helping with applications, Hilary's supervisor's had a great impact on her life, helping her get into one of her top choices. Hilary's heart felt words touched the crowd and reminded us how integral the relationships students build with their supervisors.

We then heard from Allison Carter Marlow, the Director of Programs and Operations at YouthBuild Boston (YBB). Speaking on the background and home life that many Cristo Rey Boston students come from, she gave our audience a view into the lives of our students and explained how it can impact behavior and mindset during their work study placement. Giving supervisors pointers on how to engage more with their student, Ms. Marlow's informative presentation gave supervisors a new lens to look at their student.



It was a full house and we thank everyone who was able to attend. We are planning our Spring Lunch and Learn and look forward to seeing you there!

Student Worker Interview: Maria Estevez at Northeastern University



Maria Estevez is a junior who has had the opportunity to work at Northeastern University this academic year. Working previously for an insurance company, this year allowed Maria to experience a new environment, and she loves it!

Maria works in the Admissions Department where she helps with outreach for a specific scholarship program. As she is embarking on her own college process, this gives her a great idea on what qualities are sought after when accepting a student in a university.

Wanting to major in Biology during her undergraduate studies, Maria has also had the fantastic opportunity to sit in some of the university's classes! Auditing courses such as Biology I and Anatomy and Physiology I, Maria has gotten her first taste of what a college class is like before many of her peers.

As she finishes off her second half of her placement, Maria is excited every time we see her in Check In. Maria says, "I have already learned so much and I am never bored. There's always something to do and I love the fact that it is teaching me a lot about the steps I will have to take next year."

CDM SMITH: *A Different Approach*

CDM Smith is a consulting, engineering and construction firm that sponsors a team of four students from Cristo Rey Boston. Taking on three freshman on the same day this year, a new supervisor Maria Brown, took a different approach in how she decided to have these students complete their placement. We asked Maria to explain her approach and overall goal.

"Cristo Rey Boston challenged us to take four interns this year. We have a returning senior who has been working in our HR department, so we had to find places for three other students. We decided rather than taking one student from each grade on different days of the week, we'd take three freshman all on Fridays. Our objective was to build the student's technical skills, so we put them in our IT department. We came up with the cohort idea as a way to help us build a stronger learning program for the students.

Our intern team is comprised of one program manager, two supervisors, and two advisors. The supervisors, two young adult men, serve as role models and manage the boys' work. The team meets every Monday to discuss how the past Friday went and to plan for the coming Friday. At the beginning of the year we tried out several approaches including classroom style teaching on technical topics, and quickly learned that the students are most receptive to hands on learning. The students' two primary areas of work are IT security and PC work. They also help out with facilities tasks including stocking kitchens and taking inventory.

The students each have a laptop and headset and have learned how to use our Skype phone system. They have learned how to configure security camera servers, image PCs, wipe PCs, solicit bids for security installations at branch offices, call our Office Service Coordinators to gather data, and record data in a spreadsheet.

The work is a mix of ongoing and shorter term assignments. For every task we assign an "in charge" student who is responsible for project managing the work among the three of them. It has been a joy to see students with no technical background learn how to do IT work, but the greatest thing we've seen is the students learn and demonstrate leadership, team collaboration, and responsibility.

Tips for putting together this type of program:

- Select an intern team.
- Make sure your intern team is supported and recognized by senior management.
- Make sure everyone in the department is familiar with the program and keep their eyes on the students (especially when they are freshman).
- Be ready to invest a lot of time in the program. It takes more effort to train on technical skills and monitor quality."