In their own words ... Experience – Grow - Make a Difference

How did your internship opportunity happen?
I was interested in gaining experience in both the human resources department and non-profit work. The YMCA of Dane County seemed like the perfect organization in both aspects, but did not have an internship available. I approached the Recruitment Specialist and Human Resources Director with a sample job description that I had developed in my Human Resources Management class. They were excited about the idea and we worked together to create their first human resources internship position.

How does your internship complement your academic goals?
I have always felt compelled to become a director at a non-profit organization; however non-profit course work was scarce in the business administration classes I took. It was important for me to have a non-profit internship so that I could identify what skill sets I needed to excel in the non-profit world. This internship allowed me to differentiate between non-profit and for-profit characteristics.

How are you spending your days?
In addition to on-the-job education, I researched and executed three projects. My projects included the creation and implementation of an online EEOC survey for employment applicants, an exit survey for hourly employees, and a starting wage guide for use by the directors.

What type of skills are you learning?
The most important skills and education gained from this internship include: techniques for recruitment and interviewing, creating job descriptions and new employment positions, organizing and leading department meetings, project charters and project management, employee benefits and payroll, and procedures for evaluating and concluding employee accommodation requests through ADA. I was truly lucky to have had such a remarkable internship with supervisors who catered to my personal interests and who had confidence in my ability to implement projects!

Brianna Miller
UW-Platteville Student & PACCE Summer Intern

Interning at YMCA of Dane County
Senior majoring in Business Administration
Hometown: Waunakee, WI

“Mission-based non-profit organizations rely heavily on grants and donations and don’t have resources to hire interns. PACCE funding allowed me to have an ideal internship without worrying about covering living expenses”.

Brianna’s aha moment:
“I visited directors from each branch of the YMCA in Dane County. Most of them had an idea of what direction they wanted to take after college. However, arbitrary opportunities led them another way. As a graduating senior, the notion that my future holds unexpected opportunities is both relieving and exciting!"