Who We Are

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Today’s Agenda

1. Overview of Session (5 minutes)
2. Overview of Travelers EDGE Program (10 minutes)
3. Partnering with Higher Ed (5 minutes)
4. How Travelers EDGE Supports Augsburg University Mission (10 minutes)
5. Takeaways for Public Entity Pools
6. Questions/Discussion

Travelers EDGE®
Empowering Dreams for Graduation & Employment

- **Objective:** increase the number of underrepresented individuals who complete a bachelor’s degree and are prepared for a career at Travelers or in the IFS industry
- **Partnership among** Human Resources, Community Relations and Businesses
- **Goals:**
  - Build the **pipeline** to college
  - Help students from underrepresented communities **graduate** from college
  - Build **awareness** of careers in insurance & financial service
Travelers EDGE at a Glance

- Launched in 2007 in Hartford, CT
- Operates in 3 additional locations: St. Paul, MN; Baltimore, MD.; and Atlanta, GA.
- Internal partnership with Human Resources, Community Relations and the Business
- Cross-sector partnerships: K-12, Higher Education, Nonprofit and Industry
- Travelers EDGE model based on research, data and metrics
- Holistic, 360-degree approach to supporting students

Travelers EDGE Key Levers
Augsburg + Travelers EDGE = Success

Background on Augsburg University + EDGE

- Private, liberal arts college rooted in Lutheran tradition
- Mission: Educate students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders.
- Students
  - Many PELL eligible (Largely means they cannot afford to participate in internships unless they are paid)
  - Student body is 56 percent persons of color
- Augsburg partners with Travelers to engage students in EDGE
  - Done through the Strommen Center for Meaningful Work
Augsburg + Travelers EDGE = Success

- Current: 12 scholars
- First grant in 2010
- 35 scholars since 2011
- 25 with at least one Travelers internship
- 90 percent on track to complete bachelor’s degree or working in field relevant to degree/internship
- 6 Auggies who matriculated into Travelers after graduation

Travelers EDGE Metrics
Since Inception through June 2018

- 466 Undergraduate students have received direct financial support
- 234 Have graduated and received bachelor’s degree
- 65% Have graduated or are currently on track to graduate with a bachelor’s
- 62% Eligible interns have been hired by Travelers upon graduation

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Of these, 76% within IFS Industry

Figure 4-19: Percent of Travelers EDGE Scholar graduates who reported immediate professional employment by fall after graduation: 2009 to 2017


Augsburg + Travelers EDGE = Success

What students get
- $12,500 scholarship over two years
- Monthly professional development events
- Individual career coaching appointments and assignments
- Opportunity to apply for competitive internships each summer

Travelers EDGE findings
- EDGE Scholars outperform national benchmarks for low-income, first-generation students in terms of Bachelor’s degree attainment.
- The role of career aspirations and goal commitment is key to retention; clear pathways and strong supportive services aid Community College success.
- Multiplier Effect – family, friends and surrounding communities are impacted!
Key Outcomes: University & Business

Augsburg University

- Increased student engagement and professionalism
- Students graduate with less debt than their peers
- Increased participation by Travelers in University Events
- Financial support for programming and administration increases our capacity

Travelers

Building a Relationship with Higher Ed

Step 1: Survey schools in your area
- How many are within a 90-minute drive
- Check out nces.ed.gov/ipeds for a college map
Building a Relationship with Higher Ed

Step 2: Visit the school’s website to:
- Review the mission statement and career center
- Your goal: Find out if the school aligns with your work, learn what kind of businesses with which the school already works

Step 3: Take a few notes and sketch out questions you have about what you learn
- What employer resources did the school list on its career site that you have questions about?
- How does the school support major and career exploration for students?

Step 4: Pick up the phone. Call us.
Takeaways for Public Entity Pools

1. A rapidly diversifying public means the need for greater, and more, internships
2. Public entity pools are in a unique spot to offer what new generations seek: Meaningful work that makes an impact
3. You can start small if you want
   • Post your jobs and member jobs on school job boards
   • Attend a career fair to expose students to the idea of public entity pooling
   • Speak in a class
   • Actively build an internship program with the school
   • Model a comprehensive program of career development, career coaching, internships after what you learned today
4. Pick up the phone and call the schools in your area

Discussion/Questions?