

THE NATIONAL  
MIGRANT SCHOLARS  
INTERNSHIP INITIATIVE



# Annual Report

December 2023



OPENING DOORS  
FOR MIGRANT  
FARMWORKER  
STUDENTS



MICHIGAN STATE  
UNIVERSITY

Migrant Student Services

 **COBANK**<sup>®</sup>  
COOPERATIVE. CONNECTED. COMMITTED.

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# Words from Our Directors



NMSI: Cultivating the Next Generation of Leaders!

Since its inception in 2014, The National Migrant Scholars Internship (NMSI) Initiative has been steadfast in its mission to nurture the next generation of leaders. Our dedication revolves around equipping young minds with the skills and knowledge essential to become tomorrow's leaders. NMSI provides an array of resources, including professional development, financial support, and experiential learning opportunities. In a significant stride toward our goal, this year, we supported 32 College Assistance Migrant Program (CAMP) scholars nationwide with internship opportunities.

As we approach the end of the year, it is fitting to reflect on the accomplishments of the NMSI team and the achievements of CAMP students. Notably, Diana Marroquin from Miami Dade College made substantial contributions as a Portfolio Management Intern at CoBank. We take pride in promoting diversity among employers in various sectors such as finance, marketing, healthcare, social advocacy, and food & agriculture research.

In 2023, we welcomed Salvador Chavez, a CAMP alumnus from Michigan State University (MSU), as our new Associate Director. Salvador brings over 10 years of experience in Career Services and Workforce Management, offering invaluable expertise. His unique perspective and understanding of the migrant and seasonal farmworker community enable him to empathize with their needs and challenges.

This year, NMSI prioritized communication and collaboration with employer networks, providing recruitment and outreach support to organizations such as CoBank, Ally Financial, GreenStone, The Boeing Company, Kellogg's, HITT Contracting, the East Coast Migrant Head Start Project, Sparrow Hospital, and the Michigan Department of Health and Human Services (MDHHS). We organized an internship informational session with Kellogg's and their HOLA program, collaborated with the ALPFA Regional Student Symposium, and hosted a USDA webinar on Federal job applications, attended by students from nine universities nationwide.

In our ongoing efforts to enhance collaboration with CAMP programs nationwide, NMSI staff conducted in-person presentations in New Mexico and Texas, connecting with over 60 CAMP students from Northern New Mexico College, University of New Mexico, New Mexico State University, and West Texas A&M University.

Participating in the 2023 National HEP/CAMP Association Conference in San Diego was a privilege. NMSI values the collaboration and support from the HEP/CAMP Association

and remains committed to supporting CAMP students nationwide. We extend our gratitude to the association for allowing NMSI to showcase a special message from our scholars, serving 14 universities and colleges, close to one-third of all CAMP programs nationwide.

As we approach our 10th anniversary next year, we take pride in facilitating over 230 successful matches between scholars and internships in their respective fields of study. Collaborating with more than 150 employers in recent years, we continue to receive interest from many, attesting to the enduring impact of our programs. Each year, video testimonials from participants provide powerful insights into the unique challenges and experiences of the Migrant and Seasonal Farmworker (MSFW) community, driving our ongoing commitment to making a positive difference.

We express our sincere gratitude to CoBank for their unwavering support of NMSI since 2014, providing countless professional and career opportunities to CAMP students nationwide.

As we anticipate the next chapter in our journey, we invite you to explore the inspiring 2023 NMSI Participants video on page #17 and witness firsthand the incredible impact of our program.

Thank you for your continued support!



Luis Alonzo Garcia  
Director

Salvador Chavez  
Associate Director

# Program Statements



## Our Mission

To support College Assistance Migrant Program (CAMP) students nationwide to make internship opportunities possible.



## Our Purpose

To encourage and support CAMP students in finding experiential learning opportunities that will prepare them for future careers.



## Our Vision

To increase the representation of a diverse labor force in the United States.



## Creating experiences for students that enhance the diversity in the labor force of the United States

- INTERNSHIPS** To provide direct access to internship opportunities by connecting NMSI participants to employers that are seeking to enhance diversity
- MATCH** To facilitate the connection between students and employers
- LEARNING OUTCOME** To ensure a learning outcome and quality internship by completing an individualized pre- and post-learning agreement with the employer and student
- EQUITABLE SUPPORT** To advocate for adaptive hiring practices that are inclusive of all students

# Our Story

NMSI IS FINANCIALLY SUPPORTED BY THE GENEROUS CONTRIBUTION OF COBANK



Since 2014, CoBank has generously supported NMSI and the dynamic practices that lead to the securement of internships and professional development for Migrant Seasonal Farm Worker (MSFW) students, ensuring a diverse labor force.

The National Migrant Scholars Internship Initiative advocates for adaptive hiring practices that support MSFW students who have participated in the College Assistance Migrant Program (CAMP). NMSI facilitates the connection between students and employers and provides a pool of qualified diverse candidates to employers. Additionally, NMSI identifies potential financial burdens students may encounter during their internship, eliminates them, and develops an Employer Agreement that directly supports the student.

NMSI's focus is on three supportive areas that target financial, experiential learning, and professional development to ensure the holistic development of tomorrow's labor force.

CAMP is federally funded through the U.S. Department of Education, Office of Migrant Education. CAMP assists students who are migratory or seasonal farmworkers (or children of such workers) enrolled in their first year of undergraduate studies at an Institution of Higher Education. The funding supports the completion of the first year of studies. The program serves approximately 2,000 CAMP participants annually nationwide.



# Our Main Area of Expertise

NMSI's focus is on three supportive areas that target financial, experiential learning, and professional development. NMSI's Financial support alleviates and removes financial barriers that MSFW students face during an internship. NMSI guarantees a Learning outcome that provides hands-on experience that will ultimately support their competitiveness in the workforce upon graduation. For preparation, NMSI provides Professional Development workshops that cater to the MSFW student population.



FINANCIAL RESOURCES

A well-functioning financial support system promotes creativity, innovation, and inclusive personal growth.



EXPERIENTIAL LEARNING

Students have the opportunity to develop and apply the skills, theories and concepts learned in the classroom.



PROFESSIONAL DEVELOPMENT

Professional development is learning to maintain professional skills through formal workshops.



# Our Student Interns



**Anel Aguilar**  
Michigan State University  
Cornell University College of Agricultural & Life Sciences



**Enrique Aguilar**  
Washington State University  
HITT Contracting



**Wendy Aguilera**  
University of Idaho  
Hernandez Harris, Counseling & Consulting



**Azusena Balderas**  
Michigan State University  
The United Farm Workers Foundation



**Rocio Balvino**  
University of Washington  
Yakima Valley Farm Workers Clinic



**Brandy Becerra**  
Michigan State University  
The United Farm Workers Foundation



**Cesar Bedolla-Hurtado**  
Washington State University  
KPF Inc.



**Carmen Calvillo**  
Michigan State University  
Bronson Hospital



**Elizabeth Garcia**  
Michigan State University  
Ally Financial Inc.



**Erick Guzman**  
Western Michigan University  
MSU Department of Plant, Soil & Microbial Sciences



**Cesar Hernandez**  
New Mexico State University  
Nexstar Media Inc.




**Mu Lah Hser**  
SUNY Oneonta  
SUNY Department of Geography & Env. Sustainability



**Cheily Lorenzo**  
Michigan State University  
Sparrow Health System



**Christina Manasse**  
Michigan State University  
MSU Department of Plant, Soil & Microbial Sciences



**Diana Marroquin**  
Miami Dade College  
CoBank



**Ismael Ochoa**  
Oregon State University  
Office of Senator Jeff Merkley



**Johan Olvera**  
St. Edward's University  
National Instruments



**Araceli Perez**  
Western Michigan University  
Michigan Department of Health and Human Services



**Fanny Perez**  
Crowder College  
Carthage R-9 School District



**Kevyn Perez**  
Valdosta State University  
Michigan Department of Health and Human Services




**Alondra Ponce**  
Western Michigan University  
NovaCare Rehabilitation



**Daffne Ruby**  
Michigan State University  
Ally Financial Inc.



**Alicia Ruiz**  
University of Washington  
WA Therapy Fund Foundation



**Joaquin Tavares**  
Michigan State University  
The Boeing Company



**Alondra Torres**  
Michigan State University  
Sparrow Health System



**Jahayra Valdovinos**  
University of North Georgia  
Northeast Georgia Medical Center




**Karina Villa**  
University of Idaho  
NEEDLEXSTITCHCO




**Karina Zepeda**  
Michigan State University  
United Shore Professional Baseball League

# 2023 Students Highlights




**Adrian Valdez**  
St. Edward's University  
Global Impact Initiative

“What made my internship with NMSI truly exceptional was the continuous and seamless communication I enjoyed with all the individuals who made this opportunity a reality. Throughout my internship, I was assigned a dedicated coach who was always just a phone call away, ready to assist me at any moment.”



**Yuliza Mejia**  
University of Idaho  
Salazar Legal, PLLC

“I would love to give a huge thanks to CoBank for the financial help during my internship. If I had not received this support, this internship would probably not have been possible, as summers are critical for me to earn as much money as possible for college. Therefore, thank you so much for the support!”



**Jose Santay**  
University of South Florida  
Volt Lighting

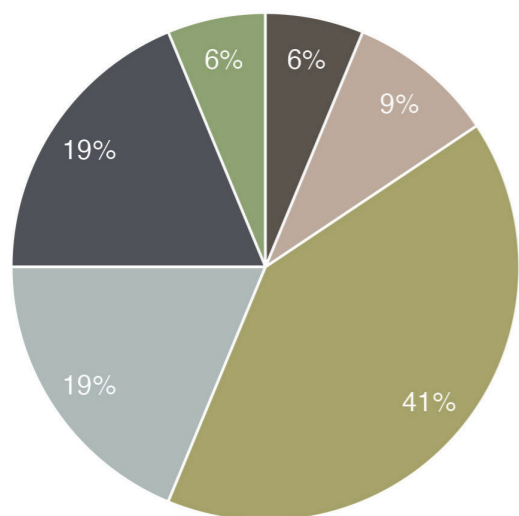
“My internship has taught me to learn as much as I can. Learning was a big thing for the team I worked alongside. I was able to learn more about some software programs and grow my overall character. NMSI was very helpful in easing my mind off of financial burdens and focusing more on my actual work experience.”



**Luz Dominguez Dejesus**  
Oregon State University  
Office of Senator Jeff Merkley

“My internship helped me experience the working world early and gave me a taste of what I should be getting prepared for. I still have more years of college to go to, which I believe gives me a head start.”

# Our Annual Data Points



2023 INDUSTRIES WITH NMSI INTERNS

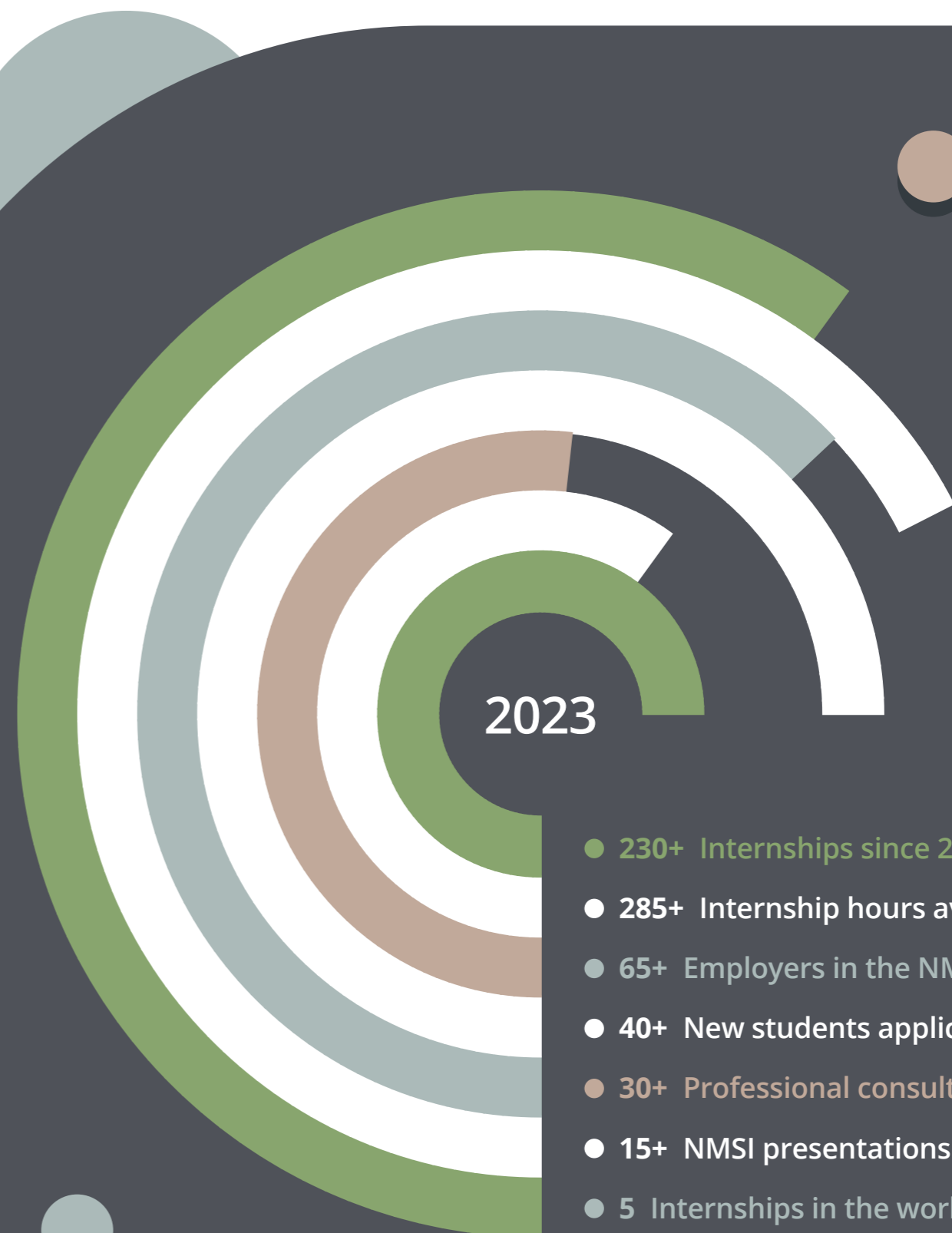
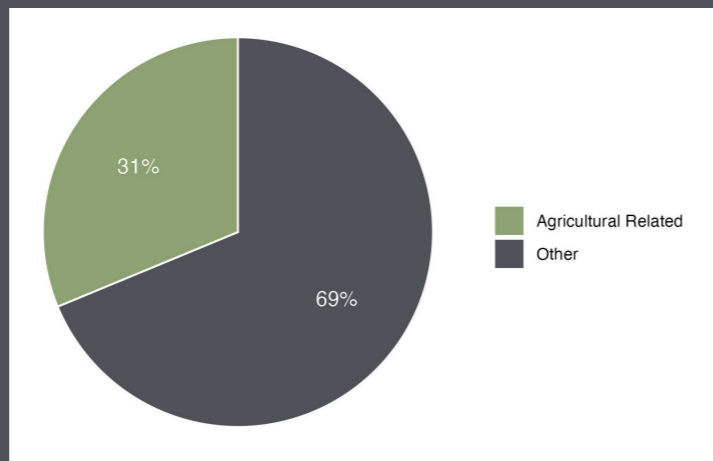
- Construction
- Educational Services
- Finance and Insurance
- Health Care and Social Assistance
- Professional and Business Services
- State and Local Government

Categories from Bureau of Labor Statistics by Industry



**32**  
 INTERNSHIPS TO  
 CAMP STUDENTS  
 EXCEEDING 2023  
 PLACEMENT GOALS

**31%**  
 OF NMSI INTERNSHIPS  
 ARE RELATED TO  
 AGRICULTURE



- 230+ Internships since 2015
- 285+ Internship hours average
- 65+ Employers in the NMSI network
- 40+ New students applications
- 30+ Professional consultations
- 15+ NMSI presentations
- 5 Internships in the works for 2024

# Our Partnering Institutions



### The Western Migrant Stream

- Arizona State University
- Arizona Western College
- California State University, Bakersfield
- California State University, Fresno
- California State University, Long Beach
- California State University, Monterey Bay
- California State University, Sacramento
- California State University, San Marcos
- Mendocino College
- Rancho Santiago Community College
- Reedley College
- Chemeketa Community College
- Oregon State University
- Portland Community College
- Treasure Valley Community College
- Central Washington University
- Columbia Basin College
- Eastern Washington University
- Heritage University
- University of Washington
- Washington State University
- Skagit Valley College
- Wenatchee Valley College
- West Hills Community College
- Yakima Valley College

### The Central Migrant Stream

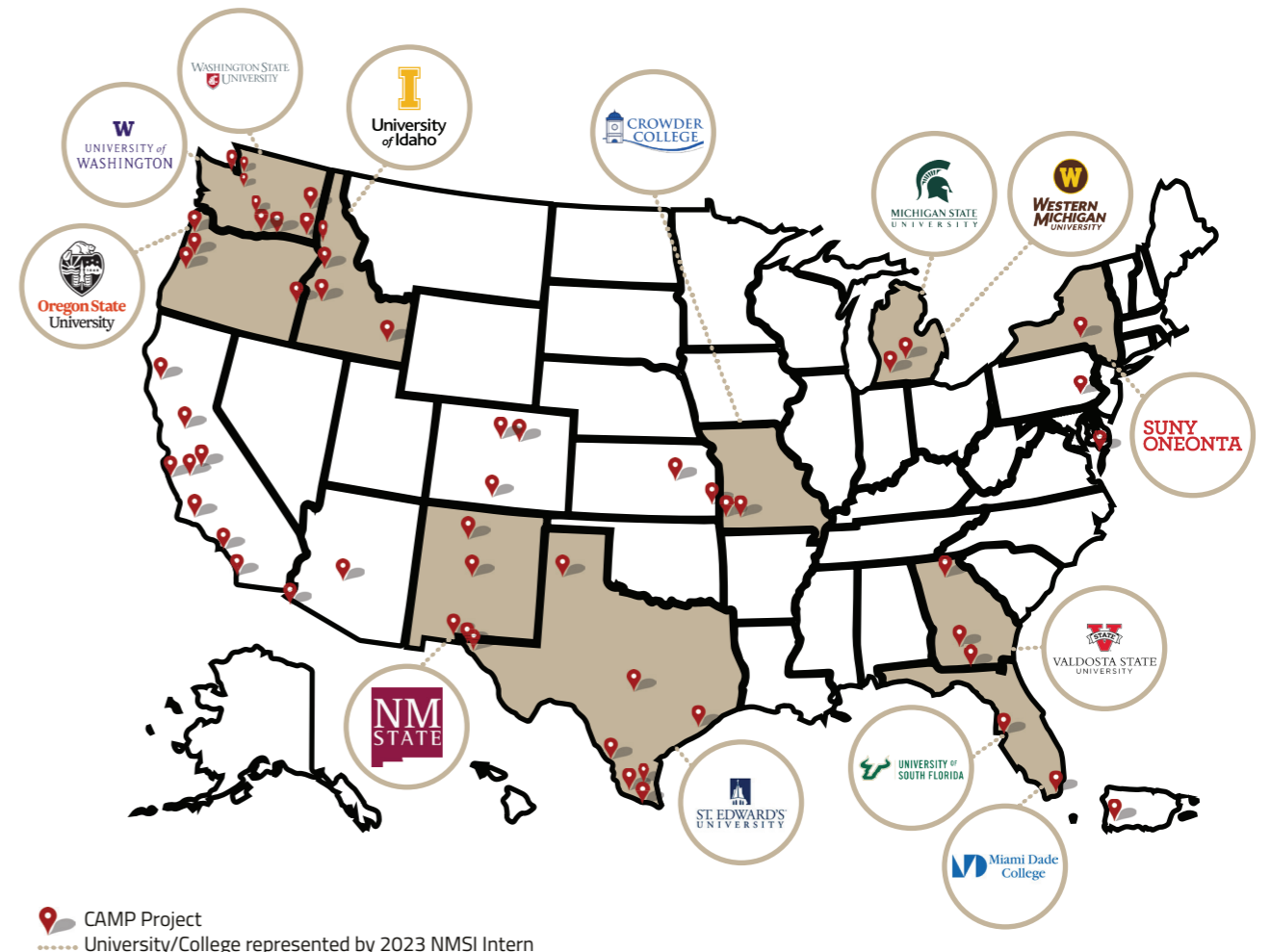
- Adams State University
- Metropolitan State University of Denver
- University of Colorado Boulder
- Boise State University
- Lewis & Clark State College
- University of Idaho
- Idaho State University
- Fort Scott Community College
- Kansas State University
- University of Kansas, Heartland
- New Mexico State University
- Northern New Mexico College
- University of New Mexico
- El Paso Community College
- St. Edward's University
- Texas A&M International University
- West Texas A&M University
- University of Houston
- University of Texas at El Paso
- University of Texas Rio Grande Valley, Brownsville
- University of Texas Rio Grande Valley, Edinburg
- West Texas A&M University

### The Eastern Migrant Stream

- Miami Dade College
- University of South Florida
- Abraham Baldwin Agricultural College
- University of North Georgia
- Valdosta State University
- Salisbury University
- Michigan State University
- Western Michigan University
- Crowder College
- Drury University
- SUNY Oneonta
- Millersville University of Pennsylvania
- Inter American University of Puerto Rico

# 59 CAMP PROGRAMS IN THE UNITED STATES

13 UNIVERSITIES AND COLLEGES NATIONWIDE REPRESENTED BY NMSI INTERNS



CAMP Project  
 University/College represented by 2023 NMSI Intern

### Strengthening Our Impact in the National HEP/CAMP Association

This year we proudly celebrate our ongoing efforts, with a significant presence in the National HEP/CAMP Association's network. We currently serve 25% of the 50+ affiliated universities and colleges, counting among them esteemed institutions like the University of Washington, University of South Florida, New Mexico State University, Oregon State University, Washington State University, SUNY Oneonta, Miami Dade College, St. Edward's University, Valdosta State University, Crowder College, University of Idaho, Western Michigan University, and Michigan State University. Yet, our goal is to reach a larger number of CAMP students, and we are getting ready to create a greater impact next year by partnering with more universities and colleges, such as University of North Georgia.

# Our Partnering Employers

## CONNECTING STUDENTS TO EMPLOYERS

### WE DO THE RECRUITING, SO YOU DON'T HAVE TO

- NMSI facilitates the connection between students and employers
- Access to a pool of diverse student candidates to meet employers' hiring requirements
- Financial resources to offset the cost of an internship
- Supportive resources to create and maintain an inclusive and equitable work environment



2023



FINANCIAL RESOURCES, EXPERIENTIAL LEARNING, PROFESSIONAL DEVELOPMENT





# Our Team



**Luis Alonzo Garcia**

Director



**Salvador Chavez**

Associate Director



**Zainab Ascencio**

Senior Program Coordinator



**Carlos Herrera Fabian**

Student Administrative Assistant

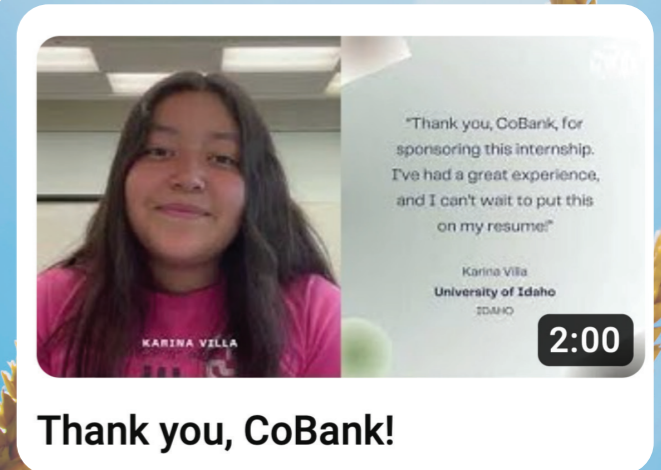
# Words from Our Interns



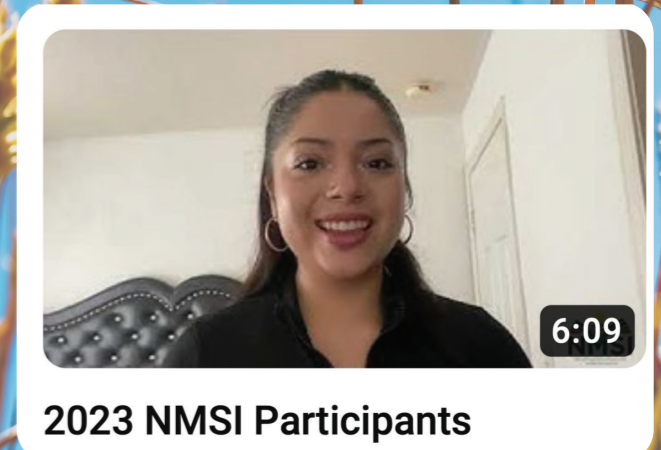
*The National Migrant Scholars Internship Initiative extends its heartfelt appreciation to CoBank for their generous support in serving Migrant and Seasonal Farmworker students.*



*2023 NMSI Participants sharing their internship experience and expressing gratitude to CoBank.*



**Thank you, CoBank!**



**2023 NMSI Participants**

*Click the videos to watch them!*

## Contact Us



## LET'S STAY CONNECTED!



@NMSI\_CAMP



@NMSI.CAMP.INTERNSHIPS



@NMSI\_CAMP

OPENING DOORS  
FOR MIGRANT  
FARMWORKER  
STUDENTS



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