



**Dr. Phil Gardner, Director
Collegiate Employment Research Institute
Michigan State University**

Fulbright Specialist Awardee

The **New Zealand Association for Cooperative Education (NZACE)** in conjunction with **Fulbright New Zealand** is delighted to announce that Dr. Phil Gardner, Director of the Collegiate Employment Research Institute at Michigan State University (<http://www.ceri.msu.edu/staff/p-gardner.html>) is the recipient of a *Fulbright Specialist Award* provided to Dr. Gardner to travel to New Zealand to work with providers of cooperative education and work-integrated learning. Dr. Gardner will present the keynote address at the annual NZACE conference to be held 23-24 April 2009 at the Waiheke Island Resort. Dr. Gardner will be in New Zealand for two weeks, and in addition to his keynote address will be visiting a number of tertiary education providers in the north island. He is hosted by the University of Waikato, supported by NZACE. Those interested in attending the NZACE conference can find further information on the NZACE web site (<http://www.nzace.ac.nz/>), and if they wish to present a paper should follow the procedures provided from the web site (http://www.nzace.ac.nz/downloads/call_for_papers_2009.pdf). Further information about the conference is available from Katharine Hoskyn (email: katharine.hoskyn@aut.ac.nz). Anyone who wishes to meet Dr. Gardner outside the conference should contact Richard K. Coll (r.coll@waikato.ac.nz).

Keynote Address - Dr. Phil Gardner

Work Integrated Learning: A Strategic Workforce Succession and Talent Management Program

Nearly 85% of all organizations in the USA who are recruiting college students for full-time positions now require an internship or co-op experience to be considered as a potential candidate. From a current study at Collegiate Employment Research Institute, internships now appear to be the starting job most graduates entered merely five years ago because of the urgent need to replace retiring Boomers and global competition. As the importance of work-integrated learning increases, employers are pressed to improve their conversion rates which average about 35% to 45% in the USA. The talk will include findings from a recent study that model the decision-making of interns and co-ops as they contemplate offers from organizations. The challenges faced by faculty in their role as talent developers in the post-economic turmoil will be identified.