



AMTC

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News

A job is more than something to occupy eight hours of our day and pay the bills. It's a way to grow and have a positive impact for clients and employees alike.

ANGELA TURNER

AMTC News

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Finding Purpose in a Career

Building a career is one of the most impactful journeys we take in life. That's why at AMTC & Associates we believe that a job is more than something to occupy eight hours of our day and pay the bills. It's a way to grow and have a positive impact for clients and employees alike. We built this newsletter around finding purpose through career development.

In the first article, Michele Serwe leads us through a novel definition of a holistic and value-centered career, rather than a definition driven by money or the economics of work. Serwe is an expert in this area and is our Leadership, Talent, and Organizational Development Consultant. Through her insights, we learn how being intentional can lead to new opportunities and how the pandemic has shifted expectations for employees and employers.

The second article highlights our internship program, which focuses as much on building knowledge and skills as it does on career readiness. Thanks to our Internship Program Director and Research Associate, Brandon Osborn, our interns gain a host of invaluable skills as they become poised to find a vocation in research and evaluation. We learn

the importance of being proactive when seeking an internship and discover what former interns say about our program. These pages also provide information on how to become an intern at AMTC.

Lastly, we feature two associates in different career stages. McCall James, our most recent associate, joined us in May as a Research Assistant. Melanie Porterfield is a Senior Evaluation Associate and is the longest-standing associate (since 2005). She shares her perspective on finding meaning in a career.

Thank you for allowing us to find purpose by serving you,

Angela Turner
Principal





IN THE DRIVER'S SEAT OF YOUR CAREER

By Michele Serwe

Career... we all have one. You have a career, whether you run your own business, work for someone else, serve as a volunteer, or are a stay-at-home parent. Let's focus on a novel definition of career, which I define as a set of paid and unpaid



Michele Serwe,
Leadership, Talent,
and Organization
Development
Consultant for AMTC

activities that create meaning in the life of the individual and contribute to the greater good of the community. This definition pushes the boundaries of traditional

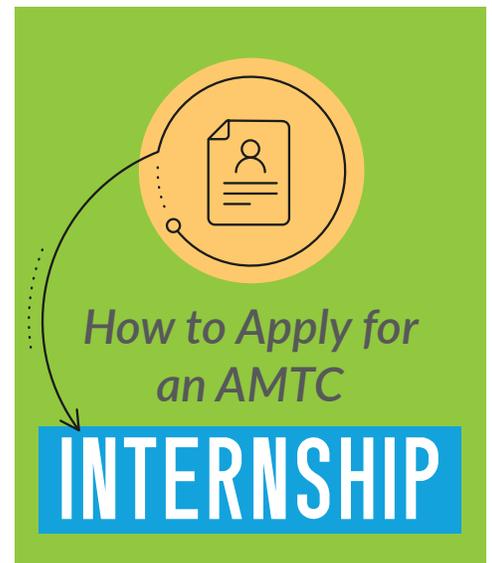
views on career, which are typically job-centric and focus on money or the economics of work; this new definition is holistic, inclusive, and mission-driven.

And every mission begins with intention, which is the first step of career management. It involves an inward process informed by

education, conversations with key people in our lives, and reflection. Once we are clear about our intentions, we can act on those intentions through networking and pursuing opportunities that align with our aspirations. Managing a career means that the individual is in the driver's seat. While it is true that we do not have control over everything, we can control more than we think.

For example, engaging in intentional behaviors such as networking, going to school, or even sharing our aspirations with our boss can set the wheels in motion long before the next opportunity comes along.

Interestingly, the pandemic resulted in people behaving with intention. Employees are leaving jobs, taking gigs, and defining their careers more than before the pandemic. This has resulted in challenges for employers adjusting to an employee-driven job market. Employees seem less willing to be obligated to their employers. If dissatisfied, many quit to forge new territory.



AMTC recruits directly from the greater Milwaukee area biannually, usually through local universities. However, if you are interested in completing an internship with us and are local to the Milwaukee area, please contact us directly at info@amtcassociates.com.

Applicants are asked to provide a CV or resume and participate in an informal interview before being selected.

The resulting impact is that employers have found new ways to attract and retain employees, such as demonstrating openness to workplace flexibility and remote work options.

Indeed, the climate in which we find ourselves may be the perfect opening to reexamine priorities and define our careers in new ways. For employers who are adapting to this employee driven landscape, the key to success lies in creative, flexible, and non-traditional approaches to work, resulting in the attraction and retention of top-tier talent.

AMTC Builds Careers

THROUGH ITS
INTERNSHIP PROGRAM



Taking initiative is key to building a career in research and evaluation, and AMTC supports individuals in this endeavor with its internship program. “We started this program because there aren’t a lot of research and evaluation internships out there,” said Brandon Osborn, AMTC Research Associate and Internship Program Director, so for a pathway into this field, “they should seek a program that is tailored to their specific needs and on an area that they want to improve upon.”



*Brandon Osborn,
Research Associate
and Internship Program
Director for AMTC*

The internship program is not just about knowledge and application but also about career development: “being able to seek, apply for, and successfully acquire positions in this field,” said Osborn. “We provide resume training and links to fellowship and job opportunities,” to name a few. It’s also about building character. “Really, it’s having the interns gain confidence in themselves,” emphasized Osborn, “They build that confidence in this program with that strong foundation of skills.”

Don’t just take Osborn’s word for it. Former intern Zoe Hurdle said, “I really enjoyed AMTC. My hands-on experience was beneficial, seeing everything that goes into evaluating a program, from entry surveys to final reports.”

Another former intern, Matt Sanville, noted: “I was very happy to have worked with Brandon on a customized internship plan tailored towards the specific skills I was hoping to cultivate, and how we consistently checked in to discuss my goals and make sure the track we were on was still good for me.”

Thanks to an internship experience at AMTC, interns have found jobs in the field. Immaculate Apchemengich moved directly from her AMTC internship to a Research Associate role at AMTC. “Immaculate was a good fit,” said Osborn. “She is an independent thinker, is able to solve problems, and communicates well,” all qualities that are fostered through the internship program.

If You're Looking for a Career in EVALUATION

“It’s important to have a foundational understanding of research design and ethics, data collection methods, data analysis, and experience working with various stakeholders; which requires formal education and practical experiences such as an internship or entry-level position.

“I first started as a research assistant, with data collection and evaluation reporting. Now with experience and education, I help design evaluations and randomized controlled trials, and provide oversight. There is an opportunity to grow a rewarding career in this field.”

BRANDON OSBORN,
AMTC RESEARCH ASSOCIATE AND
INTERNSHIP PROGRAM DIRECTOR

“As an evaluation intern, I started out with applying skills and knowledge from my education into real-world settings. I gained hands-on experience to execute a project from inception through completion; by grant writing, program planning and implementation, research design, survey development, data collection, analysis, and dissemination of findings, all of which are beneficial in my current role.”



IMMACULATE APCHEMENGICH,
AMTC RESEARCH ASSOCIATE

Meet Our *Associates*

We are pleased to highlight our most recent hire and our longest-standing associate.



McCALL JAMES

AMTC
RESEARCH ASSISTANT

What is your educational background?

I have a Bachelor of Arts from American University in International Studies, and I am currently pursuing a Master of Public Health from Columbia University Mailman School of Public Health, specializing in Sex, Sexuality, and Reproductive Health.

When did you begin your position at AMTC?

May 2022

What draws you to a career in evaluation?

I believe to make sustainable change in public health, you have to implement effective programs and impact evaluations, which are the best ways to ensure value in these programs.

What does your position entail at this point?

I am helping with literature reviews for a proposal to research Teen Pregnancy Prevention programs in the U.S., as well as provide other support that the team needs.

What skills and insights have you gained at AMTC so far?

I've learned how to extract key data points from pre-existing literature, and I've gained knowledge on how to glean what is most important for research proposals.

Overall, what has the experience been like at AMTC?

Wonderful! The team is passionate and committed; it makes working together on the projects fulfilling.

What do you hope to accomplish at AMTC?

I have a strong interest in impact evaluations, so I'm looking forward to gaining more of these skills and working with the team to research complex health problems.

Outside of your internship position, what do you enjoy?

I love to be outside with people I love: hiking with friends, picnicking with my family, or walking around Central Park with my partner.



**MELANIE
PORTERFIELD**

AMTC
SENIOR EVALUATION ASSOCIATE

When did you begin at AMTC?

I have worked with Angela (Principal of AMTC) since 2005. I was her first employee.

What is your educational background?

I have a BS in Sociology with an emphasis in criminal justice and a BA in graphic design.

How did you get your start at AMTC?

When pondering writing a grant for a conglomerate of churches in a multi-state area, I was offered the job of Project Director working for Angela.

What do you find meaningful about working at AMTC?

I find the reach we have in serving so many people fulfilling. Angela allows for a healthy work/life balance.

In your opinion, what are foundational principles for managing one's career?

If I had a motto, it would be work hard, play hard. You must find meaning in what you do on a regular basis in order to put in the level of effort that the organization can benefit from. And in turn, you benefit from professional growth.

How have you applied these principles at AMTC?

I make every day count and go above and beyond to ensure our clients' success can, in turn, be our success.

What advice do you have for someone beginning a career?

Find something you love and an organization with the principles and values you want in a professional career.

How about advice for advancing one's career after being in an industry for a number of years?

Find alternate ways to do your job or bring creative ideas to the table. Also, advance your studies in areas that will help not just your career but the organization as a whole.

Outside of work, what do you enjoy?

Family time, spending time at my kids' sporting events, coaching, and mentoring young people.