

OVERVIEW

The WHEDA Summer Internship Program provides a comprehensive, hands-on opportunity for students and young professionals to gain experience in a quasi-government workplace and Wisconsin's affordable housing financing industry. Each summer, selected interns join various business divisions at WHEDA to participate in a wide range of professional development opportunities. The program features training and workshops, roundtable discussions, mentorship from WHEDA leaders, affordable housing property tours, and community service activities. The summer internship culminates in a group project that provides experience in cross-divisional collaboration and creative problem-solving. WHEDA's internship program fosters personal and professional growth, connecting young professionals to public service and WHEDA's mission of expanding access to safe, affordable housing in Wisconsin.

BACKGROUND

Internships, by definition, are intended to provide practical work experience for young professionals, yet these opportunities can be limited in scope and effectiveness. Without a formalized program to support connections and learning, the experience can be underwhelming for interns and can feel like a burden to organizational staff.

In 2023, WHEDA leadership identified the need to enhance the intern experience by implementing a program that would provide more detailed support and engagement. As a result, a Training Specialist position was created within the Human Resources department. One key initiative of this role was to develop an official internship program at WHEDA.

Given the scale and long-term nature of WHEDA's mission to create more affordable housing opportunities in Wisconsin, it is essential that we cultivate and inspire our future workforce. Our internship program is designed to address the needs and interests of both the affordable housing industry and the emerging professionals who will carry out this work.

The main goals of the program that were identified include:

- Addressing the needs and interests of new professionals entering the field.
- Offering practical training and real opportunities to build connections within the intern group and across WHEDA's teams.
- Acting as a recruiting tool for WHEDA, helping attract and retain great talent.
- Growing awareness of WHEDA and the affordable housing finance industry.
- Teaching and motivating the next generation to tackle affordable housing challenges.
- Giving WHEDA staff opportunities to grow as mentors and leaders.
- Bringing in fresh ideas, skills, and tools to the WHEDA staff.
- Building a pipeline of future talent for the organization.
- Reinforcing WHEDA's mission and our commitment to serving the people of Wisconsin.

PROGRAM HIGHLIGHTS

While WHEDA continues its work to enhance the Summer Internship Program, a few features have become tradition for each year's new cohort of interns:

- **WHEDA 101:** Interns complete the WHEDA 101 Orientation Training to learn about our mission and the tasks that each division performs.
- **DISC Workshop:** WHEDA's Training Specialist leads a DISC Workshop for our interns, consistent with the training provided to all staff. This workshop teaches participants to assess their work and communication styles, raising their self-awareness and strengthening workplace relationships.
- **Formal Learning:** WHEDA facilitates formal learning opportunities for interns. One previous example is the Fannie Mae Future Housing Leaders Program, which allowed interns the opportunity to become more familiar with the housing industry, learn via LinkedIn learning, and obtain housing certifications. While this program no longer exists, WHEDA continually seeks educational opportunities tailored to the cohort's interests.
- **Intern Roundtable Meetings:** Each cohort of interns convenes regularly throughout the summer to share what they have learned, set individual goals and outline what they'd like to achieve over the summer. Numerous interns have come into the program as strangers and left as friends because of the space for connection allowed to them.
- **Lunch with WHEDA CEO & Executive Director:** The group is invited to join WHEDA's CEO & Executive Director, and other leadership, for a group lunch to learn more about the organization and ask questions.
- **Property Tours:** The Training Specialist organizes tours of local WHEDA-financed projects, which allows interns to see a sample of developments that were made possible by the work of WHEDA staff.
- **Volunteer Day:** Each intern completes a group community service volunteer day, along with WHEDA staff, as a way of giving back.
- **Panel Discussion and Mentorship Opportunities:** Former WHEDA interns who now work full time at the organization are interviewed by the current intern cohort to share their experiences, learnings, and advice.
- **Annual WHEDA Conference:** Interns are invited to attend the Annual WHEDA Conference: How Housing Happens, free of charge. Attendance at this event can provide networking and learning opportunities that may be beneficial as the interns look for full-time employment upon graduation.
- **Group Project:** The highlight of WHEDA's internship program is the final group project. Interns are given a prompt and full creative freedom to design their presentations, which culminate in a presentation to WHEDA Leadership. This project offers opportunities for cross-divisional collaboration and creative problem-solving.

THE INTERNSHIP PROJECT

Wisconsin Housing and Economic Development Authority (WHEDA)

WHEDA Summer Internship Program
Human Resources: Management Innovation

The final project is often cited by interns as the highlight of their summer. Each cohort receives an open-ended prompt centered around the theme, "*How Housing Happens*." The final project is showcased at the Annual All Staff Retreat and the Annual WHEDA Conference, as well as presented to senior leadership.

The 2025 cohort began with weekly brainstorming meetings, generating ideas from posters to podcasts. Ultimately, the group created a Wisconsin-shaped board game featuring interactive QR codes that linked to unique perspectives on affordable housing. Interns used diverse media, including a physical game board, recorded speeches, slideshows, a website, and a podcast to express their ideas. The result was an impressive interpretation of *How Housing Happens* in Wisconsin, and a powerful showcase of the individual talents and creativity the interns brought to WHEDA.

Presenting the final project to leadership was an outstanding professional development opportunity, showcasing the interns' skills in ideation, research, organization, time management, and collaboration. Each intern connected their individual contribution to WHEDA's mission, demonstrating what they learned and how their daily work reinforced WHEDA's purpose. The interns completed the project with full autonomy and exceeded expectations, inspiring confidence in the future workforce that will address Wisconsin's housing challenges.

CONCLUSION

Since 2023, WHEDA has hired three interns who are now full-time employees, with more currently in the hiring process. The desire of WHEDA interns to become full-time employees of WHEDA is a testament to the value of their positive experience as participants in the WHEDA Summer Internship Program.

The WHEDA Summer Internship Program demonstrates our commitment to developing future leaders in affordable housing finance and public service. Through a supportive, well-structured program, interns gain valuable industry experience and mentorship from affordable housing professionals. As this program grows and evolves, we are dedicated to nurturing a diverse workforce to shape the future of affordable housing in Wisconsin.

VISUAL AIDS

- 2026 WHEDA Summer Internship Program Recruitment Brochure (attached)
- Internship Best Practices Document (attached)
- 2025 Summer Internship Overview (attached)
- Summer 2025 Group Project Instructions (attached)
- Intern project presentation and slides (attached)

Wisconsin Housing and Economic Development Authority (WHEDA)

WHEDA Summer Internship Program

Human Resources: Management Innovation

- 2025 Testimonials
 - *"I would recommend WHEDA as a place to work, especially as an intern because you will gain a new viewpoint on the housing industry and also is a very unique working experience as no one else is like WHEDA in the state of Wisconsin."*
 - *"I would recommend WHEDA because it is a great work environment and it provides many opportunities for growth. We got to spend a lot of time doing online trainings to gain certifications to improve our skills moving forward in our careers."*
 - *"I thought that some of the most fun that I had this summer was working with the other interns whether that was volunteering at The Beacon or collaborating on the group project."*

ABOUT US

The Wisconsin Housing and Economic Development Authority is a self-supporting public agency whose mission is to help Wisconsin thrive by expanding access to affordable housing choices. Since its creation in 1972, the Authority has financed the development of more than 88,700 affordable rental units, helped more than 141,800 families purchase a home, and provided more than 29,280 small business and agricultural loan guarantees.

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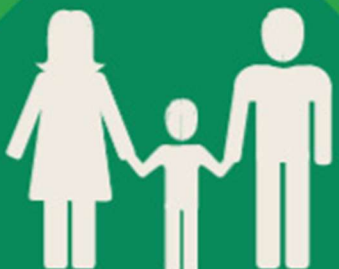


WHEDA

WISCONSIN HOUSING AND
ECONOMIC DEVELOPMENT AUTHORITY

SUMMER INTERNSHIP PROGRAM

Summer 2026
Madison, WI



OUR MISSION

We help Wisconsin thrive by expanding access to affordable housing choices.

OUR VISION

That all people in Wisconsin have an affordable place to call home.

THE INTERNSHIP

Students will participate in a cohort program with interns from other departments. This includes learning sessions, a group project and presentation, and a volunteer opportunity. It's a great way to connect and make an impact!

OPEN POSITIONS

Single-Family (2)

Provide support and process improvements related to mortgage lending programs managed by the Single-Family department. The position will provide a unique opportunity to learn about all facets of the mortgage lifecycle, including originating, processing, underwriting, quality control, servicing and default management.

Marketing & Communications

Create engaging visual communications in digital and print mediums including the following initiatives: content marketing projects, visual storytelling, digital asset management, and PowerPoint presentation support.

Project Management Office

Coordinates and assists with specific work in support of Project Managers and Business Analyst including process mapping, customer review interviews, scheduling/notetaking, and practicing project management principles.



THE DETAILS

Location: Madison, WI

Pay: \$18.00 Per hour

Start Date: June 2026

End Date: August 2026

Requirements: Current undergraduate or graduate students, or recent college graduates.



WHEDA
2025 SUMMER INTERN PROJECT

FROM INQUIRY TO INSIGHT

What is the impact of the 2025 Summer Intern Project? How does it relate to the organization's mission? What are the goals and objectives of the project? How does the project align with the organization's strategic plan? What are the key findings and insights from the project? How does the project contribute to the organization's overall success?

PROJECT DESCRIPTION

The 2025 Summer Intern Project is a program designed to provide students with hands-on experience in the field of environmental education. The project involves a series of activities, including field trips, classroom instruction, and community service projects. The goal is to provide students with a comprehensive understanding of the field and to develop their skills and knowledge.

PLANNING

The project is planned and executed by a team of experienced professionals. The team works closely with the organization's leadership to ensure that the project is aligned with the organization's mission and goals. The team also works to secure funding and resources for the project and to coordinate the activities and logistics.

THANKS AND ENJOY



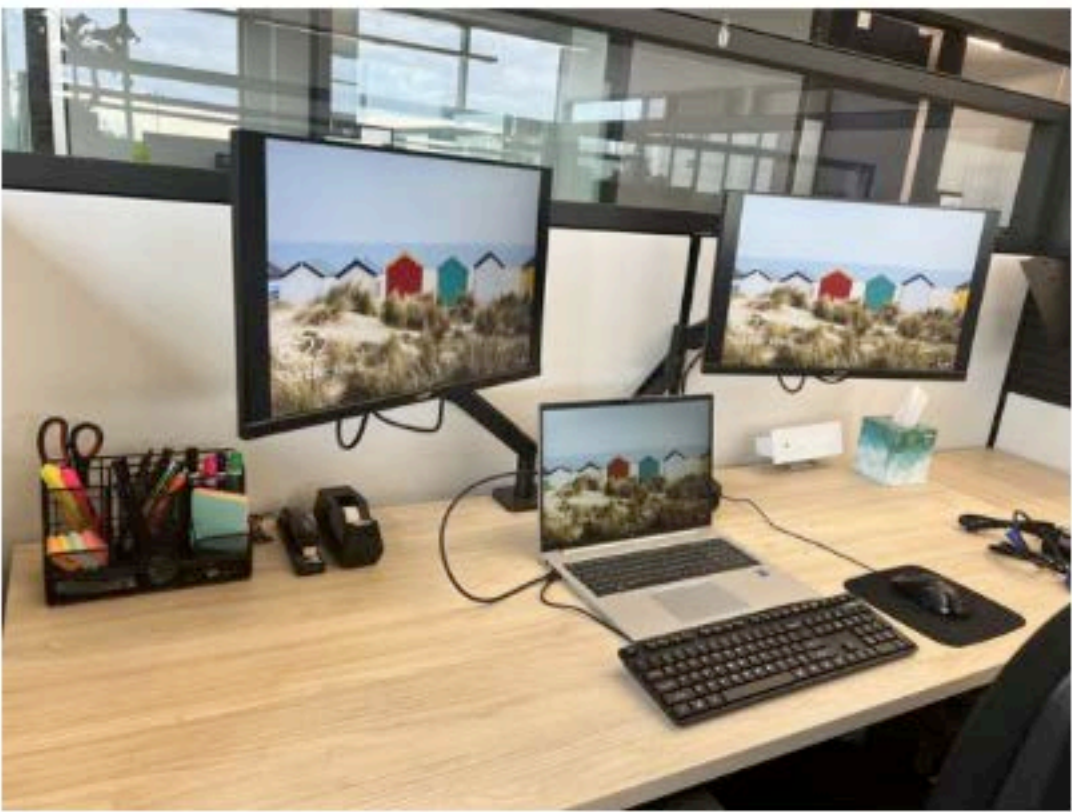
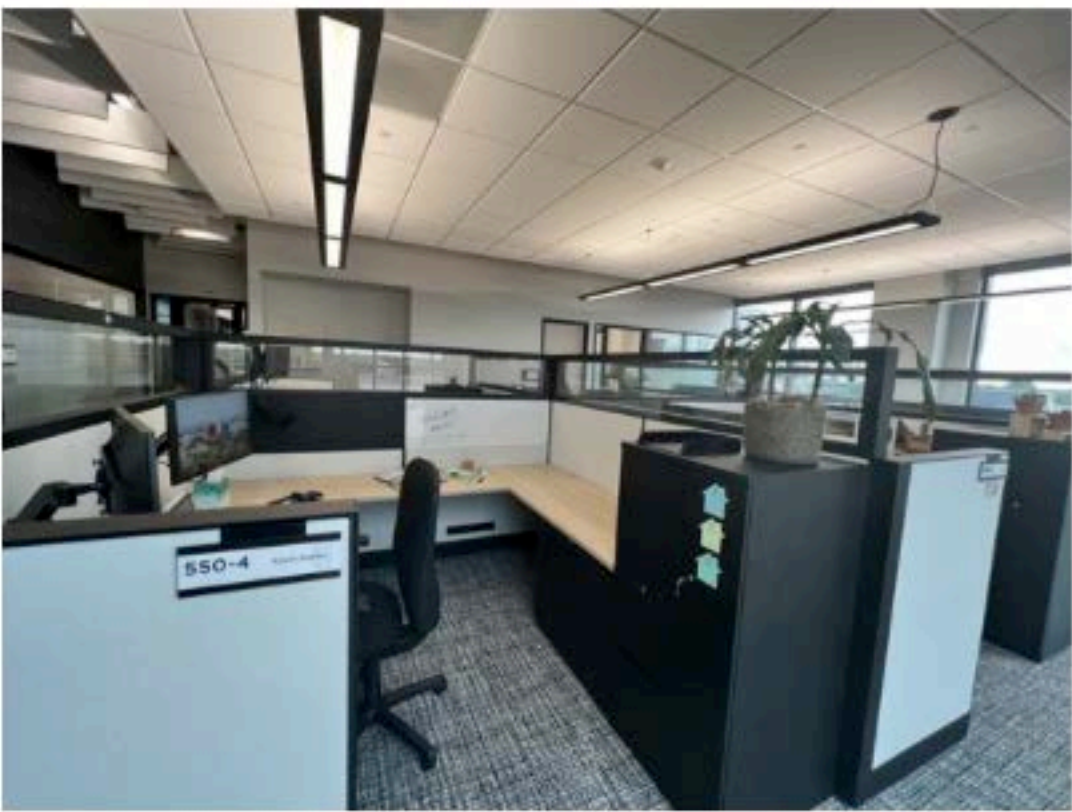
WHEDA
TOGETHER WE BUILD WISCONSIN

WORK AT WHEDA

Scan the QR code or visit [wheda.com/careers](https://www.wheda.com/careers) to learn about current and future opportunities at WHEDA.



WHEDA

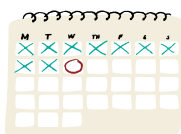


BEST PRACTICES FOR PROVIDING AN EXCEPTIONAL INTERNSHIP EXPERIENCE.

Welcoming an intern into WHEDA is a pivotal moment that can profoundly influence their professional journey and their view of the housing sector. This summer could ignite their passion and inspire them to become strong advocates for housing solutions. Creating an inclusive and supportive environment is essential for helping interns feel confident from day one. These guidelines aim to foster a sense of belonging by providing clear expectations and resources for smooth integration into the team. By ensuring your intern feels valued and included, you lay the groundwork for a rewarding and impactful internship experience.

INTERNSHIP CHECKLIST

PREPARATION



- ✓ Ensure your intern's **workspace** is ready with necessary equipment, software, and access to WHEDA resources and vocabulary specific to your division.
- ✓ Rally the **team**, letting them know about your intern's arrival and encouraging them to welcome the new member.

WELCOME

- ✓ Send a welcome email before their first day to test the email address, **introduce** yourself and the team, provide essential information like your intern's schedule, dress code, the team's remote schedule, key meetings, and any necessary paperwork.
- ✓ Give a warm welcome on their first day by **greeting** your intern at the front desk, giving them a tour of the office, introducing them to key team members and divisions, lunch with entire team.

TASKS & TRAINING



- ✓ Assign challenging and engaging tasks to your intern and outline how tasks **contribute** to WHEDA's goals.
- ✓ Offer necessary training to equip your intern with skills, knowledge, and context needed to **succeed**.
- ✓ Create a safe and open environment where your intern feels comfortable and encouraged to ask **questions** and seek clarification.

FIRST DAY

Meet with your intern to:

- ✓ Outline their role and **responsibilities**.
- ✓ Clearly define goals, objectives, and **expectations** of the summer, for both the intern and WHEDA.
- ✓ Highlight learning **opportunities** through process, systems, documents, etiquette, communication, big picture, etc.
- ✓ Assign a mentor or **buddy** from within the team for daily guidance, feedback, and clarity.

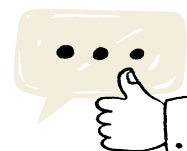
MEETINGS



- ✓ Schedule regular **check-ins** to ensure your intern is on track and answer questions.
- ✓ Invite them to key meetings for **exposure** (leadership, collaboration, team, all staff).
- ✓ Have them bring weekly prompts to the team meeting and encourage their **participation** in other WHEDA social events and activities.

FEEDBACK

- ✓ Regularly provide constructive feedback to help interns **learn** and grow.
- ✓ Acknowledge and celebrate their **accomplishments** and contributions.
- ✓ Conduct an informal **evaluation** at the end of the summer to assess how they felt the overall experience went.





June						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

July						
S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

August						
S	M	T	W	T	F	S
23	24	25	26	27	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

Key Dates:

- June 2nd: Program starts, WHEDA Orientation
- June 4th: Fannie Mae Early Careers Program Orientation
- June 10th: Intern Roundtable (Summer Project Kickoff)
- June 17th: Lunch with CEO/COO
- June 19th: Authority closed
- June 24th: Lunch and Learn "WHEDA Way Home"
- July 4th: Authority closed
- July 8th: WHEDA All Staff Meeting, Intern Roundtable (WHEDA Intern Q&A)
- July 15th: Introduction to DISC Session
- July 29th: Summer Project Final Run-through
- August 5th: WHEDA 101
- August 6th: Project Presentation and Luncheon, Early Careers Program End of Summer Celebration & Keynote
- August 12th: Intern Roundtable (Generations in the Workplace)
- August 29th: Program ends

Other potential events TBD:

- Grand openings & ribbon cuttings
- Bus tours
- Lunch and Learns
- Cross functional team training options
- Volunteer opportunity
- End of summer outing

Note: All dates are subject to change.







2025 – Summer Internship Group Project – How Housing Happens

The Task

Design materials for internal/external conferences showcasing “How Housing Happens”.
Create a final presentation for Leadership.

The Theme

How Housing Happens

- In your role
- In your department
- In this organization
- In the community

Team Roles & Responsibilities

- Organizer
- Facilitator
- Researcher
- Designer
- Editor
- Presenter

Completion target

Complete project by first week of August.

Questions to get you thinking

What is the biggest issue with affordable housing?

What causes the lack of affordable housing?

How does affordable housing help the economy?

Is affordable housing good for the environment?

How do zoning laws impact affordable housing?

What are the main barriers to developing more affordable housing?

How can we ensure that affordable housing is well-maintained and managed?

GROWTH & IMPACT

2023

- 4 interns across 4 departments



2024

- 6 interns across 4 departments



2025

- 8 interns across 5 departments

Key highlights:

- 100% of cohorts participated in Fannie Mae's Early Careers Program and completed the Housing Foundations curriculum.
- Three interns converted into full time employees, while several others extended their internships on a part-time basis during the fall semester.
- Interns are invited to complete a DISC assessment and participate in an introductory workshop as a personal development opportunity.
- 100% recommend the program to other interns, and consistently cite the great work environment, ample learning opportunities, and WHEDA's mission as reasons why it is such a rewarding experience.

As we continue to grow, our focus remains on providing a meaningful and high-impact internship experience that benefits both our interns and the teams they support.



2025 SUMMER INTERNS



ANDERS BREKKE

Commercial Lending



AVA SHUMWAY

Community & Economic
Development



CHUEYEE LO

Information Technology



EMILY WILSON

Marketing & Communications



JULIA MCLAUGHLIN

Single Family



MARK DORADO-ZAPATA

Information Technology



MAX THEILER

Single Family



QUINCY COOK

Single Family

PROJECT DESCRIPTION

PLANNING

When tasked with the question of “how does housing happen?” We, the 2025 Summer Interns, were perplexed but intrigued—how can we blend and merge our individual roles within WHEDA to contribute towards the overall project as part of a cohesive whole? How can we, as a collective, positively affect the company’s overarching mission of improving, expanding, and continuously developing affordable housing across the state of Wisconsin?

Throughout the allotted time of our internships, we were given freedom in how we wanted to approach the project and collaborate. We ended up meeting once a week to connect, share ideas, and make progress with the project.

To begin, we brainstormed a wide range of project and presentation ideas. Everyone was excited to dive in and wanted to take on a lot—things like a poster, a slideshow, a play, a podcast, and more. The topic of board games came up, which sparked the idea of creating “The Game of Life,” but focused on how housing happens. We planned to design a persona and have someone play through the housing process as that character. It was a fun concept, but we quickly realized the execution would be tricky, especially with the unpredictability of rolling dice and actually “playing” a game.

After some thought, we decided to adapt the idea by blending in other formats while still keeping the board game theme. Our solution was to place interactive QR codes along the game path, each leading to a different medium. Emily made this possible by creating public viewing links on Canva for each format.

FROM INQUIRY TO INSIGHT

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HOW TO NAVIGATE

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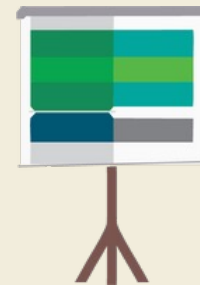
The journey begins with the Marketing Department, highlighting the importance of marketing, its role in the housing process, and Emily’s contributions to the project. Next, you’ll hear a speech from Single Family, written and presented by Julia, Quincy, and Max. The third stop features a slideshow for Commercial Lending, created by Anders, with engaging and eye-opening infographics. Fourth, IT is represented through a website built from scratch with HTML, CSS, and Python by Chueyee and Mark. Finally, CED is showcased through a podcast, where Ava explains her involvement in housing and the research she has conducted throughout the summer.



To access the different projects, use your camera to scan each QR code and then tap the link! (the order doesn’t matter)



To listen to the speech, make sure your volume is on and press play!



To flip through the slides, swipe left or tap on the arrows on the bottom left.



The website is fully functioning so feel free to explore it by tapping on different tabs in the navigation bar!



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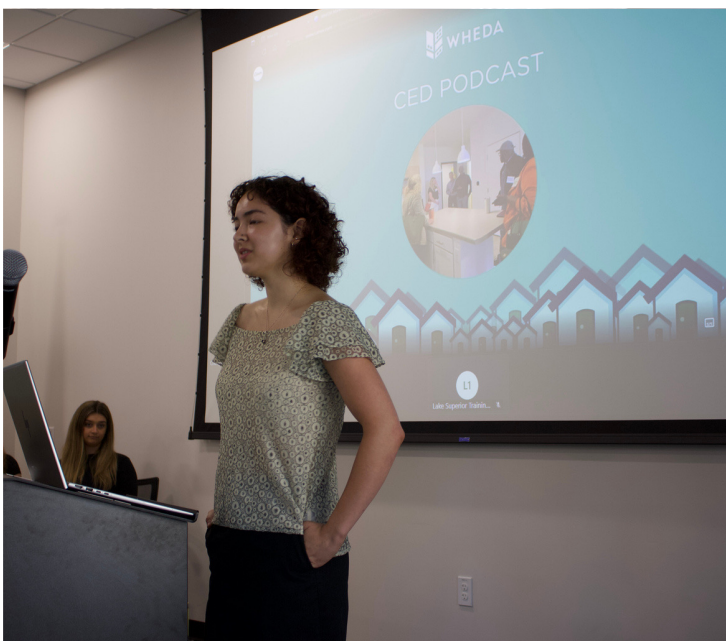
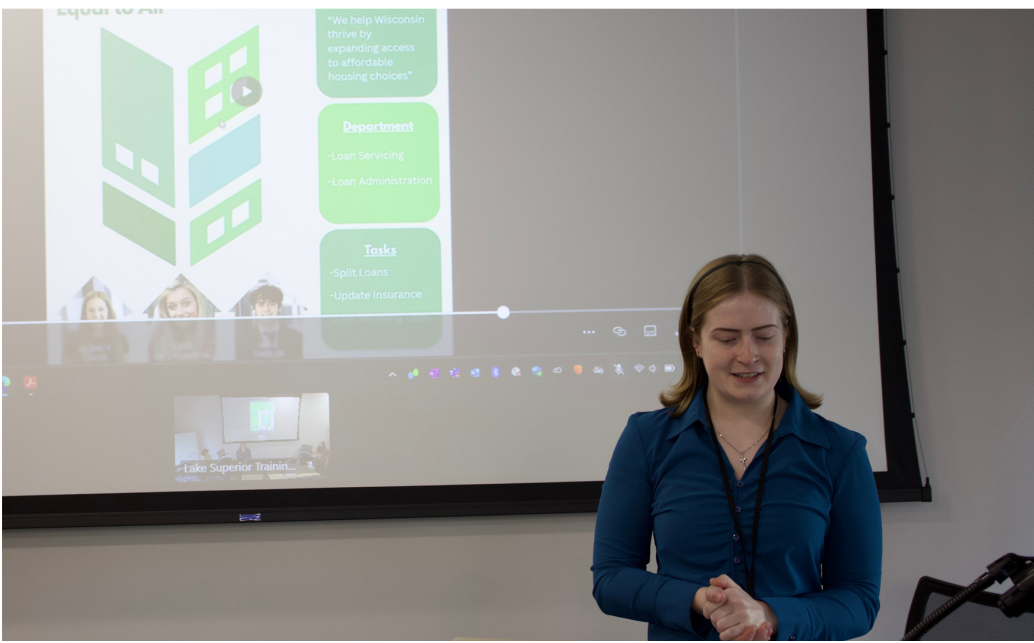
START
HERE



W H E D A

END





2025 SUMMER INTERN PROJECT

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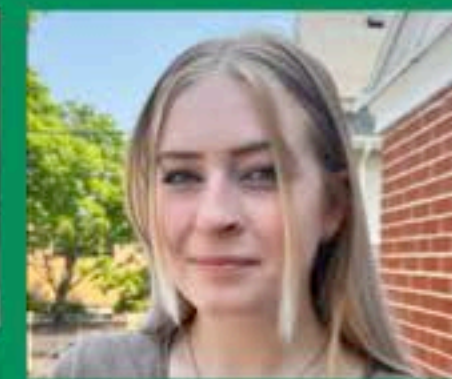
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WHEDA INTERNS AT THE BEACON

On Monday, July 21st, our WHEDA Interns ventured down the street for a day of service at The Beacon. The team hosted a bingo day for the guests, pulled out all the weeds in the children's playground area, and picked up trash around the grounds and neighboring businesses.



It was both inspiring and deeply moving to witness how The Beacon and WHEDA each play a vital role in providing the layered support our communities so urgently need.



THANK YOU
WATERDA
INTERNS
2025

