

Lost in Translation Part II: Helping Business and Education Partner to Create More Student Internship Opportunities

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Welcome!



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Today's Guest Presenter



Lynn Chisholm

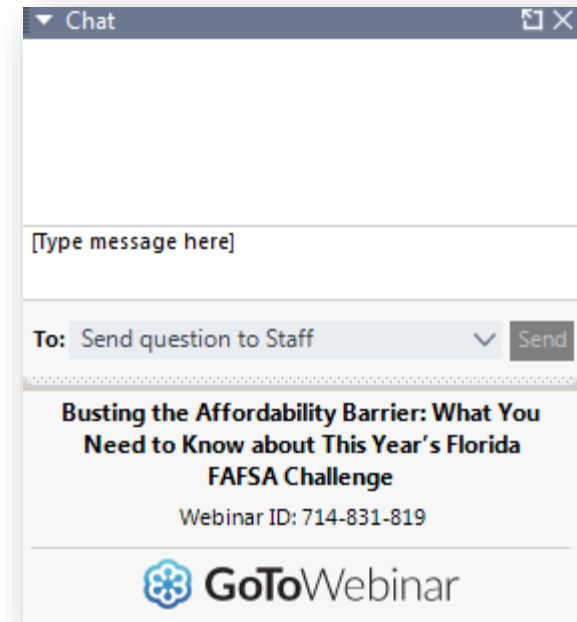
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Questions & Conversation

- Submit your questions in the chat box
- Share on social media
 - Twitter: @FLCollegeAccess
 - #FCAN
 - #Internships
- Handouts



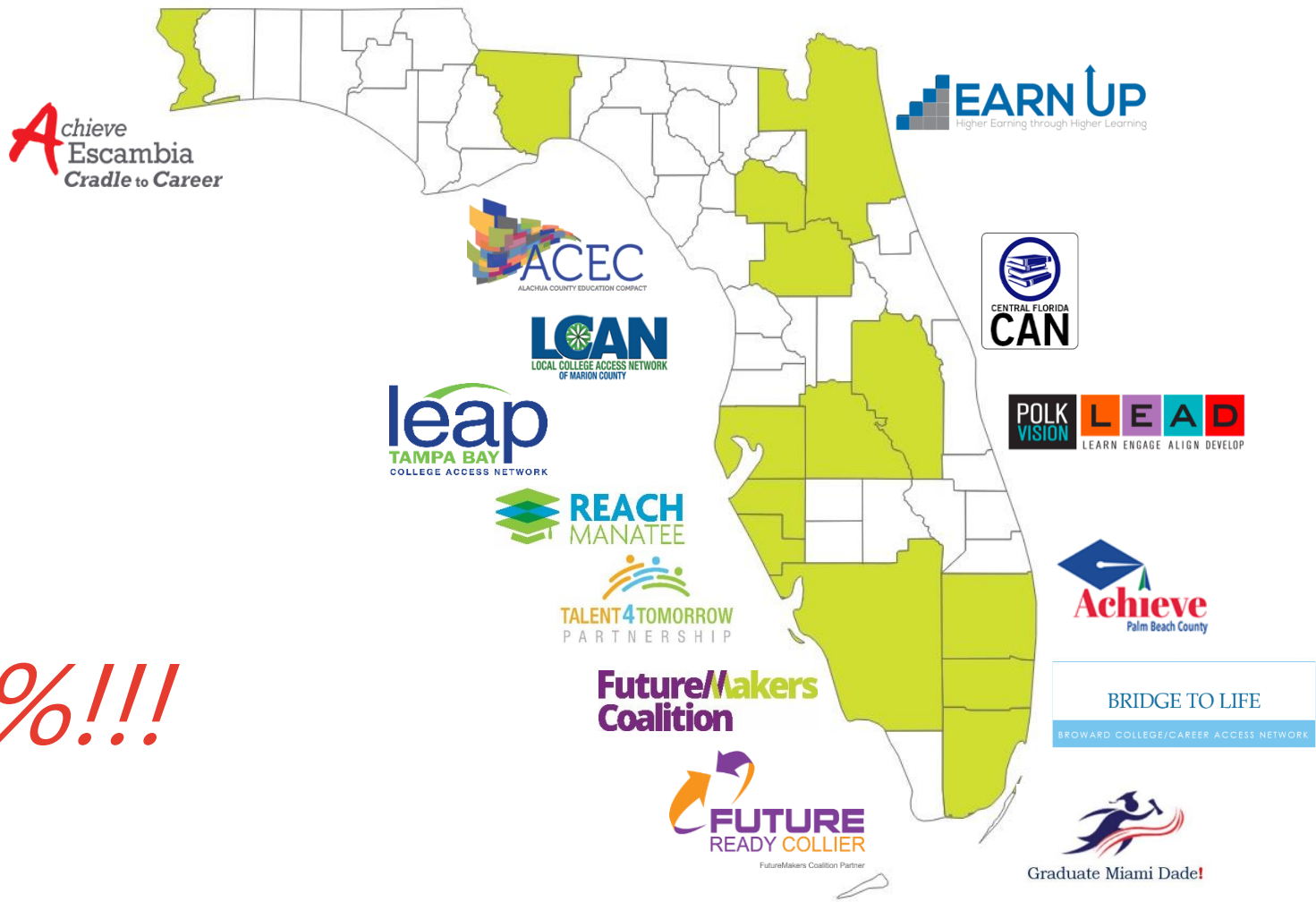
This webinar is being recorded; all materials will be available within a week of recording

Florida College Access Network

Our mission: To create and strengthen a statewide network that catalyzes and supports communities to improve college and career readiness, access, and completion for all students

Our vision: At least 60% of working-age Floridians will hold a high-quality postsecondary degree or credential by the year 2025

Local College Access Networks in Florida

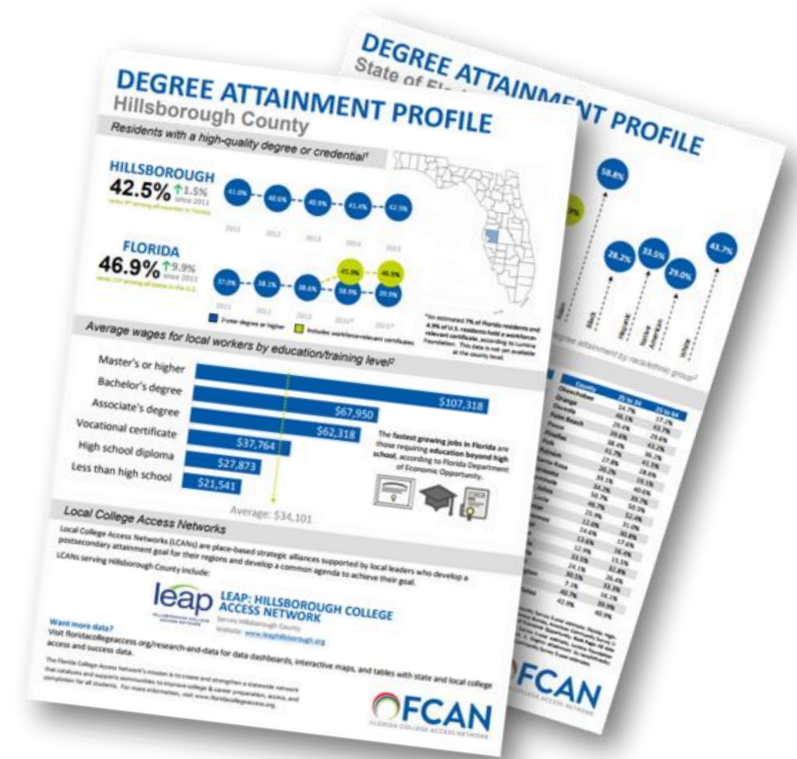


78.3%!!!



FCAN's Research, Data, & Policy Work

- Produce student-centered research & policy analysis
- Clearinghouse for college and career readiness, access and completion data
- Develop local, state and national partnerships and policy alignment around degree attainment



College Ready Florida



FLORIDA
FAF\$A
CHALLENGE

FLORIDA
COLLEGE
DECISION
DAY

Introduction: Internships Matter



Students seek hands-on work experience

- 84% of college interns said their internship was their **first** work experience
- #1 student motivation for seeking an internship is “to gain hands-on experience in my field”

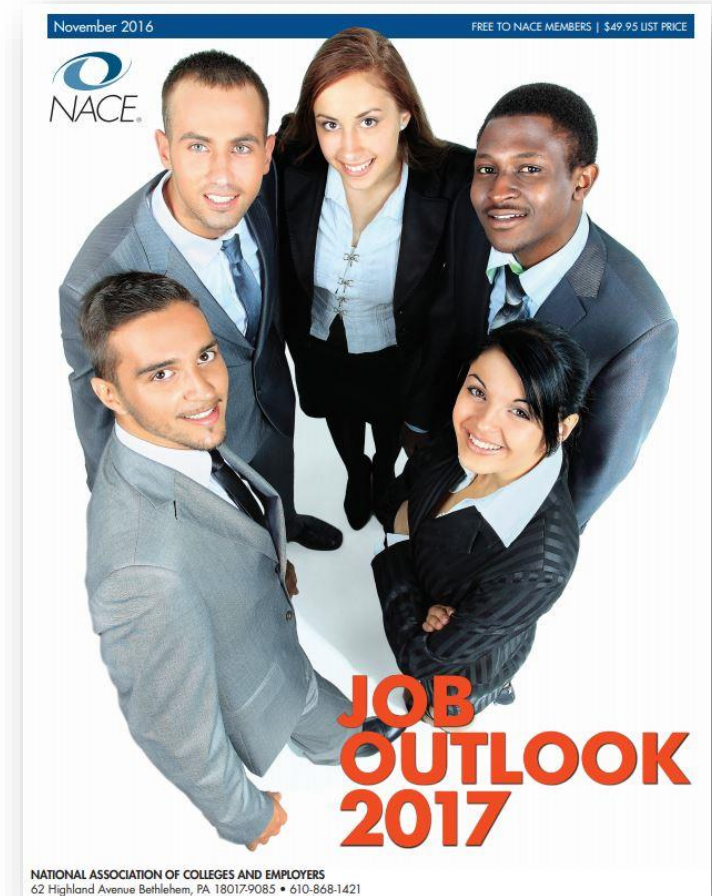


Source: Intern Bridge National Internship and Co-Op Study

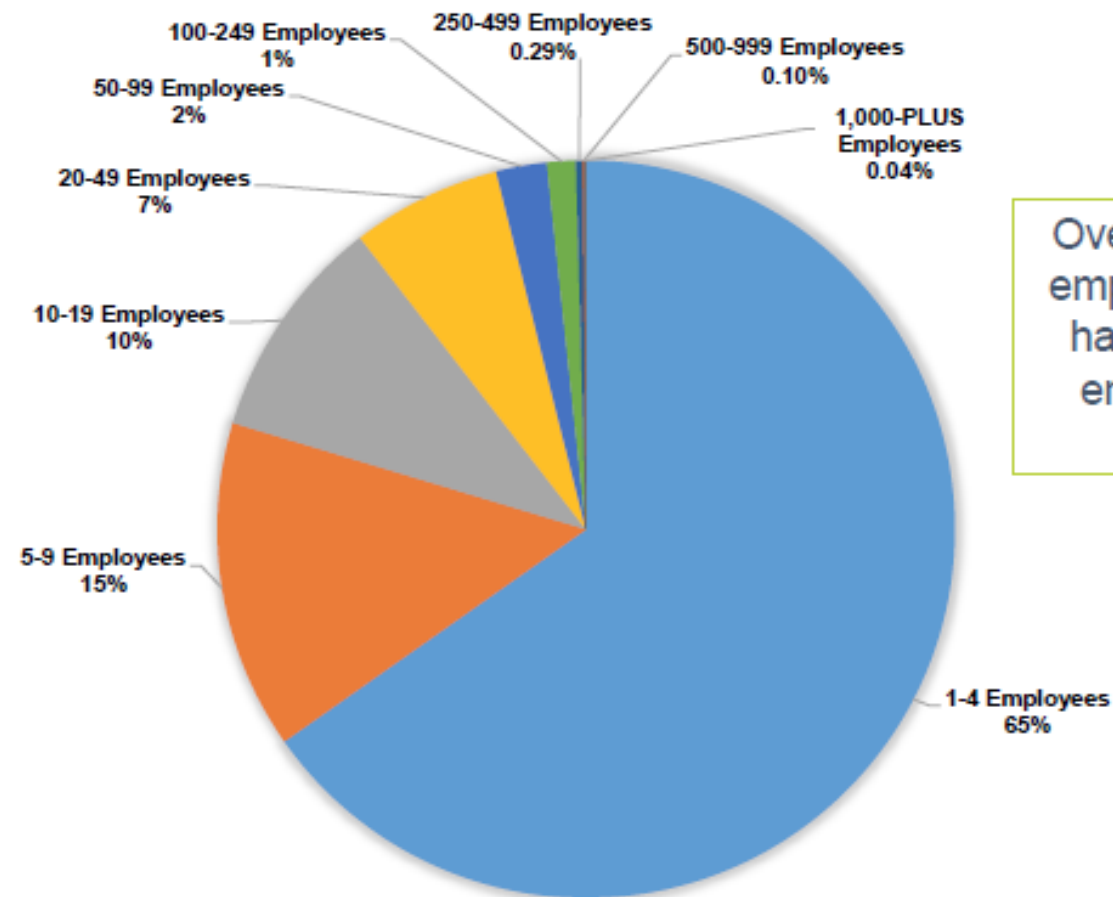
Employers prefer candidates with work experience

- 91% of employers prefer candidates to have some work experience
- 56% of employers prefer work experience gained through an internship/co-op

Source: NACE's Job Outlook 2017



Private Employer Size Distribution 2017



Over 89% of private employers in Florida had fewer than 20 employees in Q1 2017.

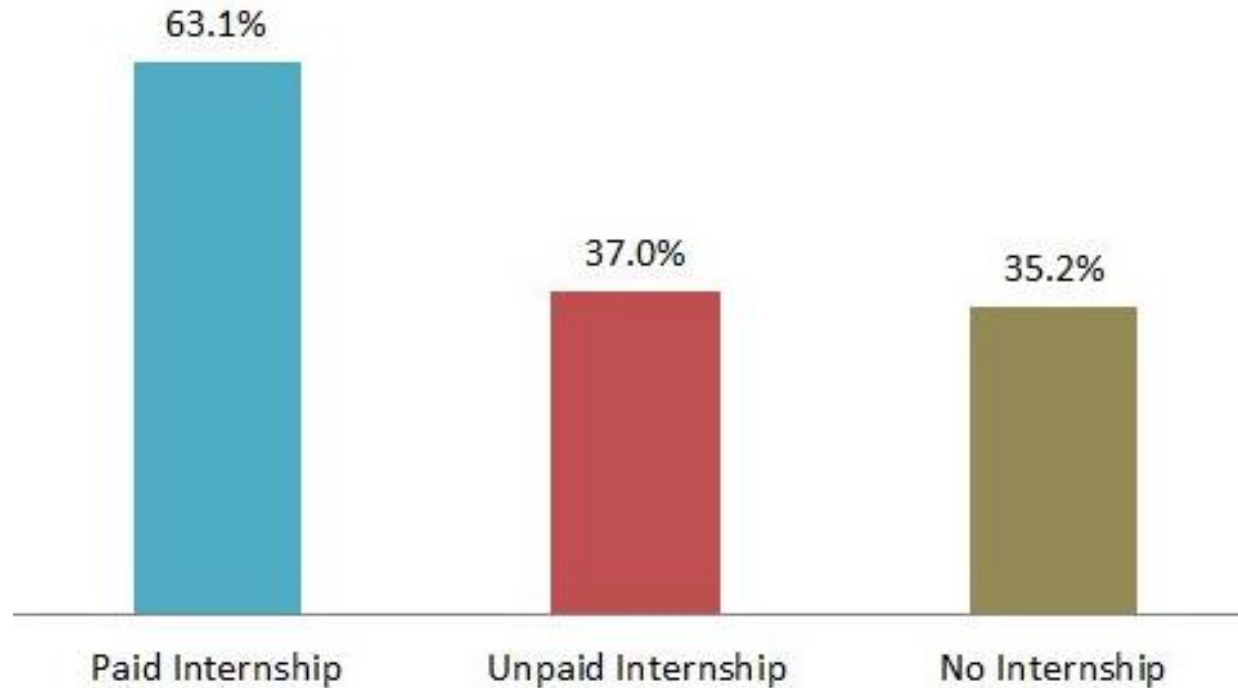
Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics. Quarterly Census of Employment and Wages Program, prepared June 2018.

FLORIDA DEPARTMENT of ECONOMIC OPPORTUNITY

Not all internships are created equal

Do Internships Lead to Jobs?

Percentage of 2013 college graduates who received job offers, grouped by internship experience. *NACE 2013 Student Survey*



Creating More Internships that Work for Employers





Internships

Michael Dalby
President and CEO



INTERNSHIP

Internship: *noun*...any official or formal program to provide practical experience for beginners in an occupation or profession; any period of time during which a beginner acquires experience in an occupation, profession, or pursuit:

“She had a long internship before starting her own recording studio.”



Lost In Translation

Business

Not-for-Profits

Education

“DOL ”
“Staffing burden”
(supervisor/coordinator)

“Free Help!”

“Internship”

“Tour?”

“Free Help!”

“Workplace Experience”

“Part-Time Job”

“We have no \$\$”

“Lacking Learning Outcomes”
(i.e. pencil sharpening)



Is it an internship, a job, or something else?

- **Job Shadowing** is an observational experience enabling students to learn about the “day in the life” of a career, work setting, or other specialty before deciding where to focus attention, time and effort. Short-term and unpaid.
- **Volunteering** involves giving time and energy to an organization (charitable or non-profit only). It offers exposure to the sort of work done by an organization and an opportunity to build skills. Unpaid, and may occur without a structured schedule or position description.
- **Service learning** (Community-Engaged Learning) involves a reciprocal collaboration between academic programming, communities, and students, with the focus toward helping students develop the values and skills of active citizenship through participation in public and community service. Unpaid. Credit-earning.



CAREER SERVICES

UNIVERSITY OF SOUTH FLORIDA™

Is it an internship, a job, or something else?

- **Internship** is a work or service experience related to a student's major or career goal that integrates classroom knowledge with practical application in a professional setting under the supervision of practicing professionals. Paid or unpaid. Credit or non-credit. [Credit does not preclude pay.]
- **Cooperative education:** Cooperative education (co-op) provides students with multiple periods (semesters) of supervised work experience in which the work is related to the student's major or career goal. Co-op is always paid and for credit.
- **Part-Time job** is employment that offers fewer hours per week than a full-time job (less than 32.5), and commonly around 15-25 hours of paid work time. Part-time work does not require the level of learning and mentoring of an internship.

To Expand Work Place Experience Offerings:

- **Make it easy for small and mid-sized employers, and stress the benefits to them**
 - ▷ 89% of FL employers have 20 or fewer employees
 - ▷ If “part-time job” works better for them than “internship,” feel free to ask them to commit to certain experiences
 - ▷ Stress benefits: building a talent pipeline, first dibs on talent, help current employees “up their game” and learn leadership skills, etc.

Question:

What are some of the ways you have found success in helping employers see the potential for their organization?

To Expand Work Place Experience Offerings:

- **Make it easy for not-for-profits to participate**
 - ▷ Provide “suggested” formats, learning outcomes, assessments, learning experiences

Question:

How do you manage expectations
of the employer, student and
education institution?

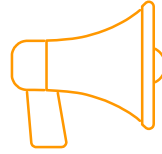
To Expand Work Place Experience Offerings:

- **For Both:**

- ▷ Create a one-stop location to post part-time jobs/internships and provide technical support to make it easy
- ▷ ...and work with your Chambers of Commerce!

Question:

What are some best practices in setting up successful internships?



REMEMBER

There are thousands of students looking for work place learning experiences, but only so many employers willing to step up.
We need more employers!

Question:

What are some other ways employers can help if they're too small or not ready to offer an internship?

Key Takeaways



- Use employer-friendly language when discussing internship opportunities
- Stress the benefits to their organization
- Nonprofits and local government can offer internships too
- Make it easy for employers to post opportunities
- Provide employers with helpful resources to implement an internship/part-time opportunity

Questions?



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Conclusion



Don't miss out

FloridaCollegeAccess.org/subscribe

Next up – September 18th, 2-3 pm:

No Dollar Left Behind: Organizing a
Community-Based Approach to FAFSA
Completion

Register at:

www.FloridaCollegeAccess.org/events

