

Experiential Learning: *Spotlight on Internships*

Internship:

A form of experiential learning that takes place in a professional environment. It allows undergraduate and graduate students to integrate classroom learning with practical or “hands-on” experience, to develop or refine specific skills, or to explore a career goal or interest. Internships are generally at least one quarter long and can occur at any time during the academic year. In contrast to jobs, internships often focus on defined projects, rather than routine unit operations.

Internships benefit:

- ◆ **Students.** Receive valuable workplace experience, develop new skills, mentorship and networking opportunities, and the potential for financial support.
- ◆ **Faculty.** Use the internship experiences to apply what the students are learning in the classroom and the workplace.
- ◆ **Employers.** Access to high quality talent, a pipeline for future hiring, and expertise on how to reach younger audiences.
- ◆ **Colleges and universities.** Alumni who had an internship or job that allowed them to apply what they were learning in the classroom report being 2.4 times more emotionally attached to their alma mater. ¹

Did you know?

- ◆ College graduates who had an internship or job that allowed that person to apply what they were learning in the classroom were twice as likely to be engaged at work and 1.5 times more likely to experience financial, social, physical, community, and purposeful well-being ¹
- ◆ Seattle ranks among the top 10 in the nation for both the preferred cities for internships and the total number of internships available to students ⁴
- ◆ Nearly one-third of college seniors said that a past internship experience significantly changed what they wanted to do with their careers ⁴

Employer Perspectives

71% prefer to hire new college graduates with relevant work experience ²

57% prefer that experience to be gained from an internship or co-op ²

94% say they are more likely to consider hiring recent college graduates who have completed an internship or apprenticeship ³

60% say it would make them much more likely to consider that individual as a job candidate ³

Internships and Washington's Public Baccalaureates

- ◆ **60%** of UW graduates participate in at least one internship before graduation. UW's HuskyJobs system had over 1,700 internship postings (80% paid) in 2015-2016.
- ◆ More than **50%** of EWU students had internships or practicums before graduation.
- ◆ CWU students participate in **more than 1,000** internship opportunities per year.
- ◆ **92%** of recent Evergreen alumni surveyed were very satisfied or satisfied with their internship experiences while enrolled.
- ◆ WWU graduates with internship experience reported an average starting salary that was **10% higher** than students without internship experience. **Over 2,500** internships have been posted at WWU since 2010 by **nearly 900** unique employers.
- ◆ **Nearly 55%** of WSU's graduating seniors report applying for an internship prior to graduation, with **85%** of them completing one and **10%** completing two or more.



Internship Success Stories

-- Alum of The Evergreen State College

"My first quarter with Amy Gould in the program "Politics and the Nature of Leadership" was an excellent way to begin my time at Evergreen, and it prepared me for the legislative internship I did the next quarter. I interned at the Washington State Senate, where I gained substantial insight into political process, decision making, and leadership skills. I interned and then worked at the Writing Center with Sandy Yannone, enabling my current employment."

-- EWU Computer Science Student

"Keralyn" is a computer science major from Walla Walla, Washington who received an internship at Hewlett-Packard in Boise, ID. During her internship at HP, Keralyn won a \$1,000 laptop for best internship contribution to the HP summer team. She wrote production code for the company – something that interns don't usually do. She now has a nice offer for \$82,000 when she graduates and HP has also discussed the possibility of her working remotely during the school year. Typically, a quiet and shy student, Keralyn's confidence has grown dramatically. She entered and won an all-expense paid trip to the Grace Hopper Conference in October to represent Eastern Washington University. (Grace Hopper is a conference promoting women in computer science.)

References

1. Gallup, Inc: 2014 Gallup-Purdue Index Report: <https://www.luminafoundation.org/files/resources/gallup-purdue-index-report-2014.pdf>
2. National Association of Colleges and Employers: Job Outlook 2016: <http://www.nacweb.org/s11182015/employers-look-for-in-new-hires.aspx>
3. Hart Research Associates : Falling Short? College Learning and Career Success <https://www.aacu.org/sites/default/files/files/LEAP/2015employerstudentsurvey.pdf>
4. Looksharp: State of College Hiring: <https://www.looksharp.com/blog/wp-content/uploads/2015/06/State-of-College-Hiring-2015-Report.pdf>