

Internship Development

Lane Greer
Portland State University

Internships are popular!

- Required by many universities
- Prior approval
- GPA minimum
- Word-of-mouth



Types

- Co-op
 - Alternating
 - Parallel
- Internship
 - One shot
 - Summers
- Companies



How Coordinators Help

- Advertising
- Take pressure off of professors & colleges
- Develop new jobs
- Centralized source of info & students
- Resumé and interview workshops
- Run interference with university (The Dreaded Financial Aid Office!)

Turf Wars

- Professors with established programs
- Professors with established students
- Administration
- Financial Aid



Orientation Session

- Set reasonable expectations
- Encourage social interaction
- Register for credit
- Forms
- Communicating with management



The Good News for Students

- Test run
- Increased job possibilities
- Increased job likelihood with company
- Classes become more meaningful
- Network
- Get away from home



The Good News for Companies

- Experienced workers
- Fresh, new ideas
- Access to new technologies
- Frees up current employees for new projects
- Gets your name out



The Bad News for Companies

- Training time
- New challenges



The Bad News for Students

- Housing concerns
- Travel time
- Financial aid problems
- Significant Others



Setting Up a Successful Program

- Think about housing beforehand!
- Choose the right students
- Create social group
- Choose a mentor



Setting Up a Successful Program

- Have specific learning objectives
- Work with professors and program coordinator
- Learning is a two-way street



Before They Arrive

- Housing
- Maps
- Mentor
- Welcome party
- Social activities



While They're There

- Learning objectives (3)
- Weekly or bi-weekly check-ins
- Mid-semester meeting (with mentor present)
- Coordinator visits

As They're Leaving

- Review of learning objectives
- Seminar
- Evaluation

Resources

- Essential Components of a Successful Internship Program
 - <http://aggie-horticulture.tamu.edu/internship/Forms/Internship%20book.pdf>
- ATTRA (www.attrainternships.ncat.org)
 - Annual listing of internships in sustainable ag in the nation

Resources

- Sample Student Evaluation Form
http://oregonstate.edu/dept/hort/intern/student_eval.htm

