

# The Two-Way Street: Hosting a Student Intern

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# Introductions

## **Cathy Doederlein**

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Professional Development &  
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**Northern Illinois University**

*Your Future. Our Focus.*

# Overview of session



Why internships?



Impact internships have on students and workforce (post-graduation)



College students today



Success of internship students and host sites



Internship details



What makes for a great internship?

# Why Internships?

## *Student View*



Able to apply classroom learning in professional environments



Gain exposure to their chosen field



Gain coveted work experience



Establish critical networking and mentoring connections

# Why Internships?

## *Nonprofit View*



Reap immediate rewards without a hiring commitment



Evaluate up-and-coming talent



Expose young professionals to your sub-sector or brand



Learn from students' fresh perspectives

Once interns  
graduate



**It's all about internships that allow students to apply classroom knowledge to the real world**

**1.5x** more likely to have a 'successful college experience' if they had an internship that allowed them to apply what they learned in the classroom

That's more than if they:

- Held a leadership position on campus (1.4x)
- Had a paid internship (not connected to studies) (1.2x)

# Interns in the workforce



**1.8x** more likely to be engaged at work if they had internship that allowed them to apply what they learned in the classroom

**1.3x** more likely to thrive in the 5 areas of well-being (purpose, social, financial, community, and physical) if they had an internship that allowed them to apply what they learned in the classroom

*Gallup-Purdue Index Report 2015*



College student stereotypes

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# College students nationally

There are **21.6 million**  
college students in the U.S. today

*Source: nces.ed.gov*

**Only 15%**  
attend a four-year college full time and live on-campus

*Source: chronicle.com "The New Traditional Student"*



# NIU students: demographic changes

1988 - 52%  
received  
financial aid

2017 - 94%  
received  
financial aid

2015 – 76%  
report earnings  
from work

# NIU students: demographic changes



1998 – 25% STUDENTS  
OF COLOR



2017 – 45% STUDENTS  
OF COLOR

# NIU student demographics

New NIU Freshmen – 78% from Underserved Populations

53% First Generation College Student

49% Pell Eligible

55% Students of Color

All NIU Undergraduates – 75% from Underserved Populations

52% First Generation College Student

43% Pell Eligible

45% Students of Color

*\*based on Fall 2017 Undergraduates*

## Some Minimum Expectations of Host Site

Minimum of 120 hours of work over the course of the semester

Provide direct supervision and expectations for students to meet

Ensure student has a clear point of contact for questions/support for new skill learning

Expose to multiple facets of the organization – don't just use for clerical/admin work

# Being an Internship Host Site



## **Partner in teaching students about the nonprofit job world**

- Social media and marketing
- Fundraising, event planning
- Program development
- Staffing tables at outreach events
- Database Management
- Volunteer Coordination
- Participate in DCNP Trainings/Events

# Some Minimum Expectations of Students



Junior or Senior standing (preferred)



Take NNGO 490: Civic Engagement Internship course concurrently



If NNGO student (major, minor, or certificate), have taken NNGO 100: Community Leadership & Civic Engagement



If NNGO major, have taken NNGO 100 and are taking or have taken NNGO 302: Research in NGOs and Communities



# DCNP Internship Program Details

Spring, summer, and fall

Guaranteed an intern

Advertised in DCNP Newsletter in March (for fall) and November (for spring and summer)

The Doug and Lynn Roberts Family Foundation provides stipends for students, making this a paid internship



# Steps for Program Engagement



Provide a job description (template)



NNGO and NIU Career Services recruits students, who supply resumes and cover letters that are shared with host sites



Students and Organizations attend separate Orientation sessions



Host sites rank students; students rank host sites



Based on rankings, interview nights are arranged and host sites will interview 3-4 students (generally)

# Steps for Program Engagement

Host sites and students complete rankings after in-person interviews

Students and host sites are matched based on rankings

Students spend 120 hours working with host site that semester (and that student receives 3 hours upper level credit)

Students attend an internship course during the semester, and complete an internship portfolio

Students and hosts complete evaluations

# Other (non-DCNP) Internship options



CONTACT CATHY AT CAREER  
SERVICES



PROVIDE JOB DESCRIPTION  
(TEMPLATE)



IDENTIFY WHAT SKILL SETS  
OR AREA OF STUDY BEST  
SUITED FOR INTERNSHIP



YOUR ORGANIZATION MAY  
GIVE A STIPEND TO THE  
STUDENT



120 HOURS OF SERVICE = 3  
COURSE CREDIT HOURS (FOR  
MOST ACADEMIC AREAS)

# What makes an internship awesome?

Students feel welcome and part of a team

Students feel like host has taken the time to get to know them and their skills, and allows them to use those skills on the job

Job expectations are clear and mutually understood

Students are asked their opinions and are valued for their academic knowledge

# What makes an internship awesome?

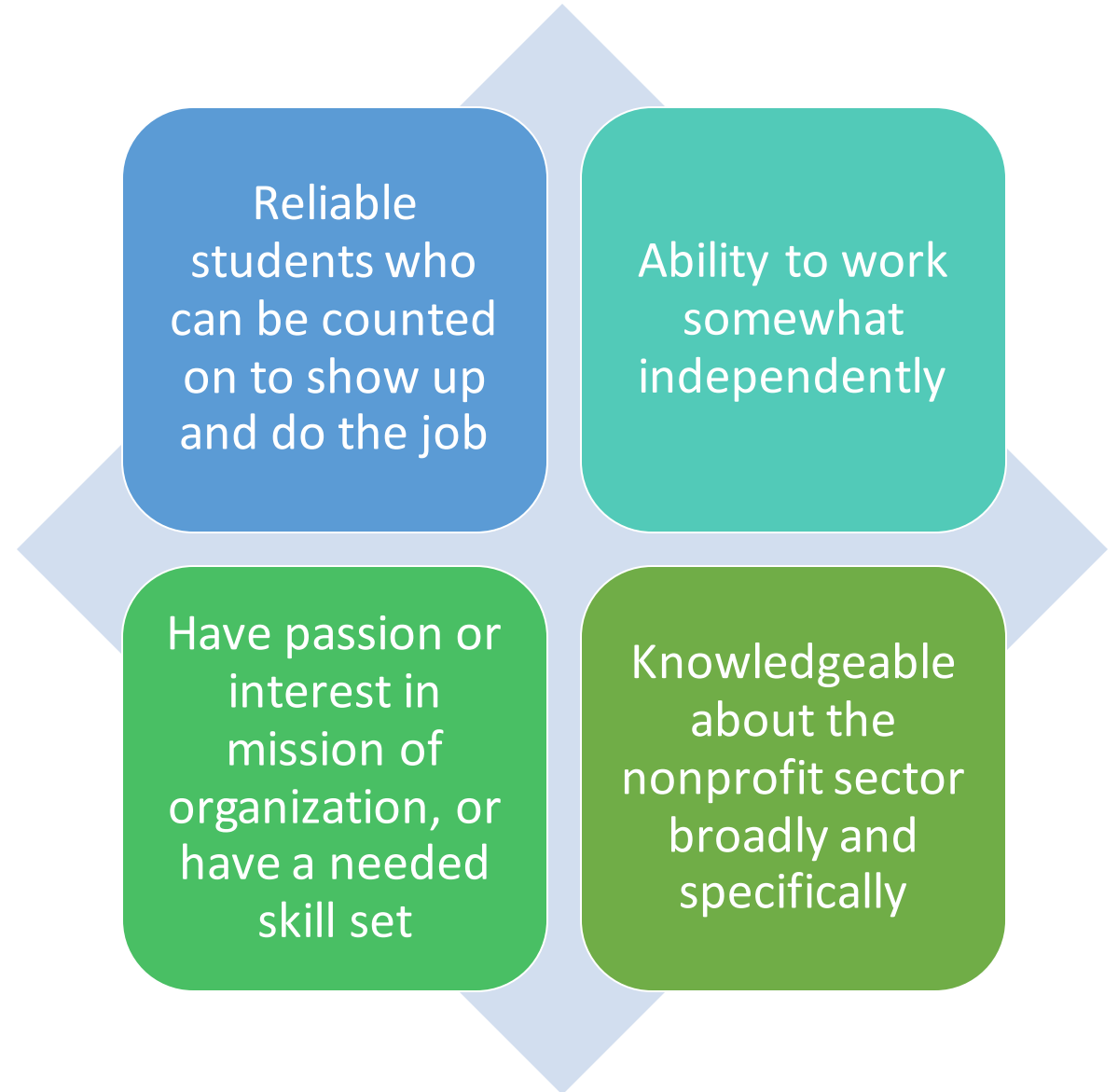
Understand outside commitments (job, family, etc.)

Provide someone who is the direct contact for the student and has time to be a mentor

Be patient about newly formed job and social skills, and provides directions on workplace culture

Allow students to attend Board meetings or other professional development opportunities when possible

# What makes an internship awesome?



# DCNP Internship Students

Bryan Raybon, DeKalb County United  
*Nonprofit & NGO Studies Major*

Lexi Cednick, RAMP  
*Communication (Media Studies) Major,  
Nonprofit & NGO Studies Minor*

Kerie Beadleston, We Care Pregnancy Clinic  
*Psychology Major,  
Nonprofit & NGO Studies Certificate*



# Internships to Careers

Brandon Pugh, Event Services Director,  
Egyptian Theatre

Jessica Sandlund, Development Manager/Advocate  
Supervisor, CASA DeKalb County

Other Nonprofits: Boy Scouts of America, Habitat  
for Humanity, Marklund, Morton Arboretum,  
United Way of Chicago

Graduate programs in law, public administration, and  
educational research/assessment





Thank you



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