The Two-Way Street: Hosting a Student Intern

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Introductions

Cathy Doederlein
Director, Internships and External Relations
NIU Career Services

Julie Ann O'Connell
Assistant Director, Center for Nonprofit and NGO Studies; Professional Development & Internships, College of Liberal Arts and Sciences
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
There are 21.6 million college students in the U.S. today. Only 15% of these students attend a four-year college full time and live on-campus. Source: naacp.edu and chronicle.com "The New Traditional Student"
NIU students: demographic changes

1988 - 52% received financial aid

2015 - 76% report earnings from work

2017 - 94% received financial aid
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
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?

- Reliable students who can be counted on to show up and do the job
- Ability to work somewhat independently
- Have passion or interest in mission of organization, or have a needed skill set
- Knowledgeable about the nonprofit sector broadly and specifically
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

Cathy: cdoederlein1@niu.edu

Julie Ann: jaread@niu.edu