

Featured Presentation



Dr. Robert Shindell, Intern Bridge

Tips for Total Internship Management

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Dr. Robert Shindell

- President & CEO – Intern Bridge
- Director – Center for Learning & Organizational Excellence.
- 20 years in higher education career services & administration.
- PI – National Internship & Co-op Study
- @robertshindell
- @internbridge



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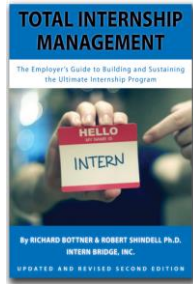
About Intern Bridge

- Created to bridge the growing gap between employers and students.
- Focus on researching and sharing internship program best practices.
- Create resources for employers and universities, deliver seminars and workshops, and much more.
- Developers of Total Internship Management.

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Total Internship Management

- A “soup to nuts” approach to internship programming.
- Based on countless hours of proprietary research including thousands of students and employers.
- Provides for a high quality experience for students and productivity for employers.



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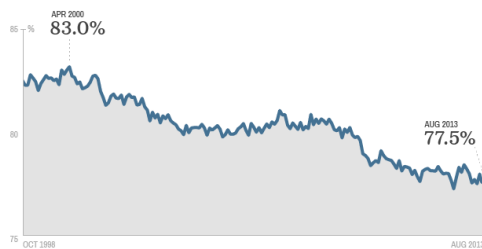
National Internship & Co-op Study



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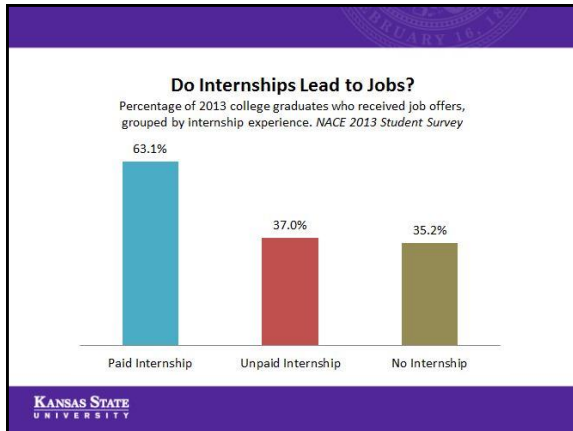
Why is this so critical?

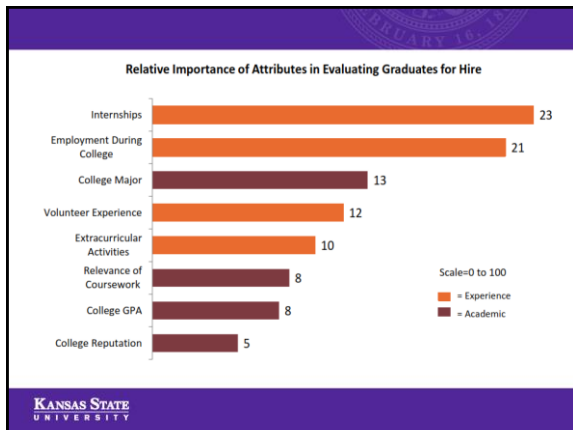
Percent of people aged 20 to 34 in the workforce



SOURCE: BUREAU OF LABOR STATISTICS, CHICAGO

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Subsistence, Not Wealth

Motivational Factors Students Pursue Internships	
Rank	Factor
1	To gain hands on experience in my field
2	To become better prepared for employment in my field
3	To learn new skills
4	To gain a realistic preview of the workplace
5	To make professional contacts
6	To explore a new organization
7	To explore a new industry
8	To earn money

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What students want...

- **48%** of students choose nonprofit or government work for their internship
– *Earning a high wage for a short period of time is not worth a meaningless internship experience.*
- **Almost 70%** (68.2%) would accept less pay in exchange for greater work experience.

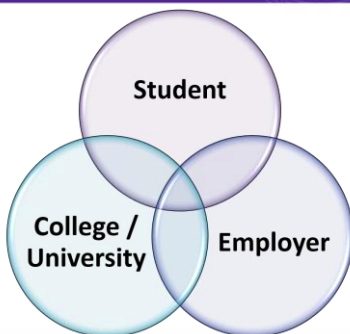
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Why It Matters




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Narayanan's Model of Internship Effectiveness



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Student

- **Antecedent:**
- Student's ability to transfer and apply university knowledge to internship.
- **Processes:**
- Student's commitment to the Internship
- **Outcomes:**
- Skill development and career enhancement

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Antecedent:
Preparedness for the internship

Processes:
Interaction with employing organization and company.

Outcomes:
Enhanced capabilities & facilitation of student development

College /
University

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Employer

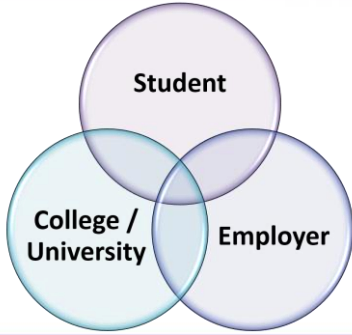
Antecedent:
Preparedness for the internship

Processes:
Interaction with university & student.

Outcomes:
Tangible benefits and enhanced capabilities

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Narayanan's Model of Internship Effectiveness



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So why is this Model so important?



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Focus on the Student...



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Top 3 Tips...

- Value of Experiencing
- Triad of Communication
- Primary Recruiting Mechanism



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Value of Experiencing...



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Triad of Communication



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Primary Recruiting Mechanism



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Dr. Robert Shindell

THANK YOU!

- 512.784.3361 or 800.531.6091
- Robert@internbridge.com
- www.internbridge.com
- Check out our LinkedIn Group – www.campusbranding.com



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