

## STUDENT INTERNSHIP AND COLLEGE COOPERATIVE EDUCATION PROGRAMS

This memorandum provides information regarding student internship and college cooperative education programs, including information on North Dakota's student internship program, other state government student internship programs, college cooperative education programs, and other entities-related programs.

in North Dakota by creating awareness and promoting development of internships. Under the initiative, a job and internship posting system--*ndinterns.com*--has been created to provide information needed to start an internship program and link businesses and students.

### NORTH DAKOTA - OPERATION: INTERN

Operation: Intern is an effort led by the Governor's office to link students to job and career opportunities

### OTHER STATES' GOVERNMENT STUDENT INTERNSHIP PROGRAMS

The following table summarizes state government student internship programs in South Dakota, Wyoming, and Georgia:

	South Dakota	Wyoming	Georgia
Purpose	The state of South Dakota's intern program was created to provide opportunities for students to gain first-hand knowledge of governmental processes through work experience in various occupational fields.	The state of Wyoming's intern program was created to provide students with opportunities to gain professional work experience in various occupational fields.	The Governor's intern program was initiated in 1971 to provide the best, brightest, and most ambitious college and law students with practical professional experience in numerous state agencies throughout Georgia.
Eligibility	Any full-time student who is currently enrolled at a college, university, or vocational technical school is eligible to apply to the program. If the student is enrolled at a college or university, the student must be carrying at least 12 credit hours and have sophomore standing or above. If the student is attending a vocational technical school, the student must have at least completed the first year of the program by the beginning of the internship.	Any full-time student who is currently enrolled at a college, university, or vocational technical school is eligible for the program. If the student is enrolled at a college, university, or community college, the student must be of at least a sophomore standing by the end of the semester the student is currently completing. If the student is attending a vocational technical school, the student must have at least completed the first year of the program by the beginning of the internship.	A student must meet the following eligibility requirements: <ul style="list-style-type: none"> <li>• Be a currently enrolled junior, senior, graduate student, or law student.</li> <li>• Have a 2.8 grade point average or higher.</li> <li>• Be a Georgia resident or attending a Georgia college, university, or law school.</li> </ul>
Program duration	The program has three sessions per year--spring (January through April), summer (May through August), and fall (September through December). Each session has different position announcements.	The exact starting and ending dates for internships are arranged between the intern and the agency supervisor.	The program has three sessions per year--spring, summer, and fall. Internships in the spring and fall last for 18 weeks, and internships in the summer last for 13 weeks.
Participation	Approximately 20 students participate in the spring and fall sessions and approximately 300 students participate in the summer session.	At the present time, there are approximately 75 students participating in the program.	At the present time, there are approximately 45 students participating in the program.
Compensation	All internships are full time paid positions, unless otherwise indicated.	Internships may be compensated or unpaid full- or part-time positions. The level of compensation varies depending on the agency and the position.	Students awarded an internship receive an educational stipend. The stipend is paid out in three installments during the term of the internship. The amount received depends on the number of hours the student works per week, the term of the internship, and the student's academic status.
College credit	Students must contact representatives of their higher education institution to determine if their institution offers credit for internships and the requirement of obtaining credit for a state government internship.	Students must contact representatives of their higher education institution to determine if their institution offers credit for internships and the requirement of obtaining credit for a state government internship.	Students must contact representatives of their higher education institution to determine if their institution offers credit for internships and the requirement of obtaining credit for a state government internship.
Preference	Preference is given to those students who are residents of South Dakota or who are attending an institution of higher education within South Dakota; however, any student meeting the eligibility criteria may apply.	Preference is given to those students who are attending an institution of higher education within Wyoming; however, any student meeting the eligibility criteria may apply.	Students must be a Georgia resident or attending a Georgia college, university, or law school. Selection of interns is based on interest, area of expertise, academic record, and the availability of internships.

## COLLEGE COOPERATIVE EDUCATION PROGRAMS

A college cooperative education program is a structured education program that blends classroom learning with practical work experience in a field related to a student's education and career goals. College cooperative education is said to provide students with the following key advantages:

- Apply classroom learning in real-world settings.
- Testing of skills in a variety of work settings.
- Provide meaningful contributions to important organizations.
- Earn a salary to help defray education expenses.

- Demonstrate proven ability in chosen professional field.
- Build an impressive resume.
- Establish important professional contacts for job search.

Individual cooperative education programs vary from college to college; however, most programs begin with an initial period of full-time study followed by alternate sessions of full-time work and full-time study. The following table summarizes information regarding the college cooperative education programs at Drexel University, Philadelphia, Pennsylvania; Northeastern University, Boston, Massachusetts; and University of Cincinnati, Cincinnati, Ohio:

	Drexel University	Northeastern University	University of Cincinnati
Summary	Drexel University operates one of the nation's oldest and largest cooperative education programs in the nation.	Northeastern University administers a cooperative education program in which students alternate periods of academic study with periods of employment in positions related to academic, career, or personal interests.	The University of Cincinnati administers a professional practice program which enables students to expand their learning opportunities through an alternation of classroom study with paid, discipline, and career-related work experiences.
Student participation	All students are required to participate in the cooperative education program. The number of cooperative experiences required is determined by the chosen academic course of study. At the present time, there are approximately 1,900 students participating in the program.	A majority of full-time students, approximately 3,000 students per six-month period, participate in the cooperative education program. Participation is required for select academic programs.	Participation is required for select academic programs, including students enrolled in the university's college of engineering and the college of design, architecture, art, and planning. At the present time, there are 3,500 students participating in the program.
Program duration	After completing one full year of classroom studies, students alternate periods of full-time classroom studies and full-time employment with university-approved employers.	Students begin the cooperative education program either in the middle or at the end of their sophomore year and complete up to three 6-month cooperative education periods for a total of 18 months of work experience.	Students enrolled in the cooperative education program participate in a year-round schedule that includes three-month structured practice assignments with alternating three-month study periods.
Application process	Prior to beginning cooperative experiences, students are required to complete mandatory classes designed to enhance resume-building skills, interviewing techniques, and independent job-search strategies. After successful completion of classes, students attend a pre-registration session during which a student's eligibility and resume are reviewed. Once a student's eligibility has been confirmed, a cooperative education coordinator will assist students in the search for cooperative employment.	First, students are required to take a required course that introduces the cooperative education program and addresses career choices and career management issues. Then, students meet with a cooperative education faculty coordinator to discuss career interests and personal and professional goals, develop resumes, and address job-search strategies. After completing the meetings with the faculty coordinator, students are eligible for referral to prospective employers.	In order to be eligible for the program, students must successfully complete an introduction to the cooperative education program course. The course prepares students to maximize learning from cooperative education experiences, acquaints students with cooperative education performance expectations, and assists students in the development of the strategies and necessary skills for effective participation in the employment process.
Compensation	A majority of students are compensated for completing cooperative education experiences. The compensation varies based upon the position, its location, and the duration of employment. A small percentage of students accept non-paid cooperative education positions.	Students are compensated for completing cooperative education experiences. The compensation is set by the employer and depends on the profession, the level of the position, a student's year and grade point average, and the local economy.	Students are compensated for completing cooperative education experiences. The average compensation is \$1,700 to \$2,500 per month; however, the actual amount of compensation varies by discipline.
Tuition	Students pay tuition while completing cooperative education experiences.	Students do not pay tuition while completing cooperative education experiences. However, students do retain their full-time student status.	Students pay a cooperative education fee instead of tuition while completing cooperative education experiences. Students do retain their full-time student status.

	<b>Drexel University</b>	<b>Northeastern University</b>	<b>University of Cincinnati</b>
Credit	Students do not receive academic credit for completing cooperative education experiences; however, students do receive cooperative education credits which are required for graduation.	Students who fully and successfully participate in a cooperative education experience receive 18 semester hours of experiential learning credit for each six-month cooperative experience. The credit is not added to the student's academic credit hours required for graduation, but the student's transcript will reflect the grade received for each experience.	Students do not receive credit hours for completing cooperative education experiences; however, students do receive grades of pass, unsatisfactory, or incomplete.
Assessment	Each employer is required to complete an evaluation of student performance for each cooperative education student employed. The evaluation allows the employer to provide feedback to the university concerning a student's academic preparedness and performance at the cooperative education position. Each student must also complete an evaluation of the cooperative education experience.	All students are evaluated by their employer. Students must also complete an evaluation of their cooperative education experience.	All students are evaluated by their employer. The evaluations are used as a basis for counseling and advising students regarding professional development.

### **OTHER ENTITIES' STUDENT INTERNSHIP PROGRAMS**

#### **North Dakota Experimental Program to Stimulate Competitive Research**

In 1979 the National Science Foundation established the Experimental Program to Stimulate Competitive Research (EPSCoR) in response to congressional concerns about the geographic concentration of federal support for academic research and development. The program is designed to expand and enhance the research capability of scientists in states that traditionally have lacked strong university-based research efforts to compete more successfully for a portion of the federal academic research and development budget.

North Dakota EPSCoR manages a comprehensive research and development plan that involves infrastructure improvement programs, science outreach and recruitment programs, and technology transfer and commercialization programs, including the students in technology transfer and research (STTAR) program. The

STTAR program provides an opportunity for upper division college students to use their academic training and experience to address the most challenging science and technology-based problems faced by North Dakota companies.

Under the STTAR program, businesses make application to North Dakota EPSCoR describing the products, processes, or problems businesses would like to address using student interns. North Dakota EPSCoR provides the business name and topic description to the North Dakota University System cooperative education centers, and the centers send the resumes of interested students to the businesses. The businesses interview and hire the students. Students are compensated for their STTAR experience. The business is required to pay half of the student's salary, and North Dakota EPSCoR pays the other half. Students are awarded three academic credits for completing a STTAR experience and are required to pay in-state tuition for those credit hours. At the present time, approximately 230 students and 80 businesses are participating in the STTAR program.