



Team-based Internship Overview

Purpose

A team-based project internship experience, focused upon solving a real challenge or maximizing an opportunity, for an organization to foster authentic and deeper learning; frequently incorporating elements of multiple academic subjects. Students will be required to think critically across disciplines, work collaboratively with peers, and deliver real world solutions.

Learning and Development Objectives

As a result of participating in this team-based project, students will enhance their knowledge and skills including:

- *Collaboration:* Learning to work cooperatively with others, including people with different points of view
- *Communicating Effectively:* Conveys meaning in a way that others understand by writing and speaking coherently and effectively; writes and speaks after reflection; listens attentively to others and responds appropriately
- *Demonstrating Professionalism:* Accepts supervision and direction as needed; values the contributions of others; holds self accountable for obligations; shows initiative, assesses, critiques, and improves the quality of one's work and one's work environment
- *Critical Thinking:* Identifies important problems, questions, and issues; assesses assumptions and considers alternative perspectives and solutions
- *Reflective Thinking:* Applies previously understood information, concepts, and experiences to a new situation or setting; rethinks previous assumptions
- *Effective Reasoning:* Uses complex information from a variety of sources, including personal experience and observations, to form a decision or opinion; is open to new ideas and perspectives
- *Realistic Self-Appraisal, Self-Understanding, and Self-Respect:* Assesses, articulates, and acknowledges personal skills, abilities, and growth areas; uses self-knowledge to make decisions such as those related career choices

Sample Project Approach

- i. Employer identifies "challenge/opportunity": Organization summarizes the challenge or opportunity; establishes desired outcomes, expected time-frames, and other project dimensions
- ii. USG CISC works with the employer to identify best fit academic programs of study and collaborates with program staff and faculty to communicate/recruit students.

- iii. Student Team Design: Team membership numbers, roles, responsibilities will be unique to each project challenge/opportunity and organization requirements
- iv. Team Leadership/Coaching/Support: Organization will provide at least one staff member to serve as the “Project Coordinator” providing direction, support, feedback and evaluation to the team and each of the members. Academic Program(s) will provide at least one staff/faculty member to serve as the “Academic Mentor”. USG CISC will provide a staff member to provide support and process guidance to the students.

Benefits for Employers

- Completion of designated projects or “deliverables” for employer
- Spurring of interest in a particular industry among future generations of employees
- Development of a potential pipeline of candidates from qualified applicants
- Marketing and name recognition among the area community as well as local colleges and universities
- An opportunity to collect new perspectives and ideas from students regarding processes, organizational branding, and more.

Benefits for Students

- Explore a particular industry, career, or employer site
- Gather information on an industry culture, lifestyle, norms, and expectations
- Industry-specific experience
- Resume development
- Career mentoring, guidance and support
- Professional development
- Networking and “face-time” with potential employers
- Expert insights regarding strengths, challenges, and potential career trajectories in a particular field

Success Metrics

Quantitative:

- Number of students engaged
- Number of academic programs engaged
- Number of projects
- Number of scholarships and scholarship dollars awarded

Qualitative:

Student

- Internship/Project Evaluation
- Learning and Development Outcomes: pre-test and post-test

Project Coordinator

- Skills evaluation of students
- Project deliverables
- Student team presentation / Portfolio

Academic Mentor

- Internship/project evaluation
- Student performance