Hendrick Best Practices for Adult Learners Conference

Providing Alternate Internship and New Career Experiences for Nontraditional Students:

Solving the Problem of Earning Internship Credits and Hours while Maintaining Current Employment

Presented by:
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The presentation will:

1) Outline several Penn State degree internship requirements.
2) Provide background of time and expense conflicts for non-traditional students needing internship credits and hours, while keeping current employment (which may not be eligible work for the internship requirements).
3) Offer entrepreneurial business research experience and development as suitable fulfillment of internship requirements.
4) Demonstrate how *Entrepreneurial Research Internship (ERI)* experience offers non-traditional students new degree/new career experiences for transition into new career.
5) Share examples of this success from the Penn State Fayette, The Eberly Campus CETES student small business incubator. We will demonstrate how non-traditional students can gain experience about their new field of undergraduate expertise as part of the internship process.
Fayette County Demographics

- Penn State Fayette is a commuter campus
- Ratio of traditional to nontraditional students
- First generation college graduates
- Close knit family values
- Single parent family obligations
- Family business obligations
Degree Requirements

- BA 495A – Internship in Business
  - 6 credits – 300 hours
  - All internships are coordinated through campus internship coordinator
  - Approved by business department internship coordinator
  - Management, Marketing, Accounting or Business related position
  - Cannot be present student employment position
The Educational Roles of Internships: From the perspective of academic units, internships are viewed as serving three primary functions:

1) Prepare students for jobs after graduation by socializing them into the profession.
2) Allow students to apply concepts learned in the classroom in a “real-world” setting.
3) Meet accreditation or licensure requirements.
Internship Requirement Conflicts

- Provide background to the time and expense conflicts for non-traditional students needing internship credits and hours,
- Keep current employment (which may not be eligible work for the internship requirements),
Entrepreneurial Internships: The Implications

- Non-traditional student can undertake the task of research (information gathering)
- Allows better entrepreneurial decisions
- Included additional career experience and insight/expertise
Legal and Financial Research

- What will it cost?
- How will I finance the business?
- What business form?
- What are the tax consequences?
Current Entrepreneurial Internships: The Big Picture and Examples

- Demonstrate how entrepreneurial experience offers non-traditional students new degree/new career experiences for transition into new career.
- Several success stories of CETES from Penn State Fayette The Eberly Campus
  - Aaron Labin, Aaron@nu-paradigm.net
  - Doug DeFrank, doug@dskwared.com
  - Elliot Galand, Elliot@nu-paradigm.net
  - Galadriel Strauser, strauser@justsimplyclean.com
  - Kristan Miller, CTD Development, LLC.
CTD Development, LLC

- App development
- Addressing social/emotional/behavioral problems via technology
  - Autism
  - Dementia
Q&A... Considerations

- Should students who aren’t required to do an internship complete an *Entrepreneurial Research Internship (ERI)*?
- What are the Penn State guidelines for internship/research? Would ERI apply?
- Can the ERI option become a suitable recruitment tool? Can the ERI option be appropriately advised?
- Does the student have the aptitude/ability to follow though with small business start-up to completion?
References

  Westerberg, C. and Wickersham, C. “Internships have Value, Whether or Not Students are Paid.” The Chronicle of Higher Education, April 24, 2011.

  Penn State University Senate Report, April 24, 2012

- Book: The Beginners Guide for Starting a Business in Pennsylvania

Thank you for attending!