

# 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:**

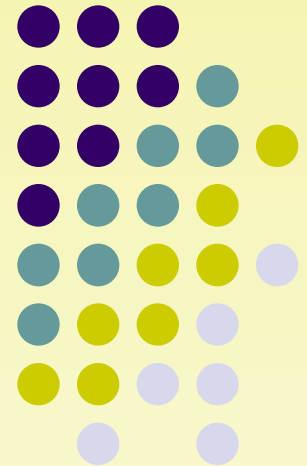
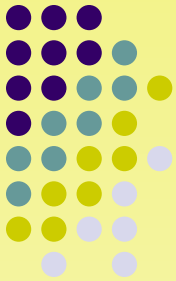
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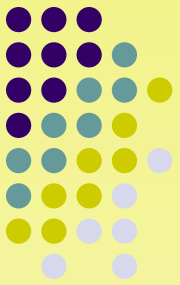
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*Kristan A. Miller, CEO CTD Development, LLC*

**May 14, 2012 from 9:45-10:30**

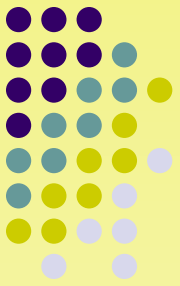


# The presentation will:

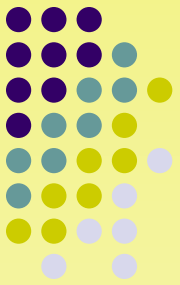


- 1) Outline several Penn State degree internship requirements.
- 2) Provide background of time and expense conflicts for non-traditional students needing internship credits and hours, while keeping current employment (which may not be eligible work for the internship requirements).
- 3) Offer entrepreneurial 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



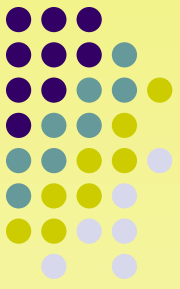
- Penn State Fayette is a commuter campus
- Ratio of traditional to nontraditional students
- First generation college graduates
- Close knit family values
- Single parent family obligations
- Family business obligations



# Degree Requirements

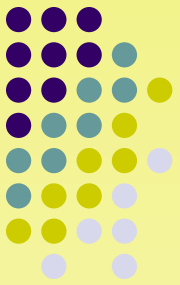
- BA 495A – Internship in Business
  - 6 credits – 300 hours
  - All internships are coordinated through campus internship coordinator
  - Approved by business department internship coordinator
  - Management, Marketing, Accounting or Business related position
  - Cannot be present student employment position

# Current Penn State Internships: The Big Picture



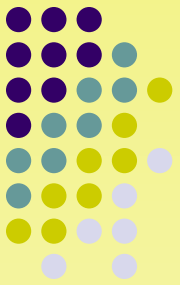
- ***The Educational Roles of Internships: From the perspective of academic units, internships are viewed as serving three primary functions:***
  - 1) *Prepare students for jobs after graduation by socializing them into the profession.*
  - 2) *Allow students to apply concepts learned in the classroom in a “real-world” setting.*
  - 3) *Meet accreditation or licensure requirements.*

# Internship Requirement Conflicts



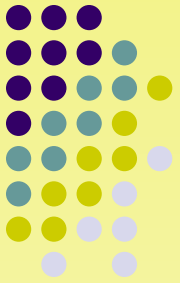
- Provide background to the time and expense conflicts for non-traditional students needing internship credits and hours,
- Keep current employment (which may not be eligible work for the internship requirements),

# 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

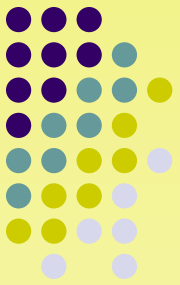
# Legal and Financial Research



- What will it cost?
- How will I finance the business?
- What business form?
- What are the tax consequences?

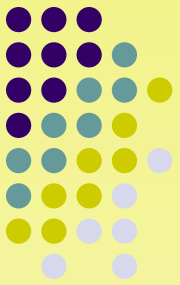


# Current Entrepreneurial Internships: The Big Picture and Examples



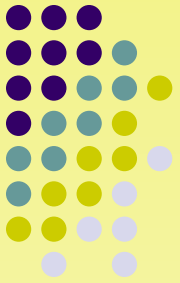
- Demonstrate how entrepreneurial experience offers non-traditional students new degree/new career experiences for transition into new career.
- Several success stories of CETES from Penn State Fayette The Eberly Campus
  - Aaron Labin, [Aaron@nu-paradigm.net](mailto:Aaron@nu-paradigm.net)
  - Doug DeFrank,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

# CTD Development, LLC

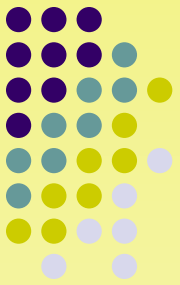


- App development
- Addressing social/emotional/behavioral problems via technology
  - Autism
  - Dementia

# 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 through with small business start-up to completion?



# References

- <http://chronicle.com/article/Internships-Have-Value/127231/>  
Westerberg, C. and Wickersham, C. “Internships have Value, Whether or Not Students are Paid.” *The Chronicle of Higher Education*, April 24, 2011.
- <http://www.senate.psu.edu/agenda/2011-2012/apr2012/apph.pdf>  
Penn State University Senate Report , April 24, 2012
- Book: The Beginners Guide for Starting a Business in Pennsylvania  
[http://www.portal.state.pa.us/portal/server.pt/document/630164/rev-588\\_pdf](http://www.portal.state.pa.us/portal/server.pt/document/630164/rev-588_pdf)

*Thank you for attending!*