



**Inside
Higher
Ed**

From College to Career: Increasing Access to Quality Internships

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Webcast| From College to Career: Increasing Access to Quality Internships

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Center

Sonia Shields,
Global Campus Recruiting &
Program Management Executive at
Bank of America

Internships: Talking Quality

Principles for Effective Work-Based Learning:

1. Pay
2. Credit
3. Mentorship and Coaching
4. Skills and Competencies
5. Equity Focus
6. Availability



Strategies for Institutions:

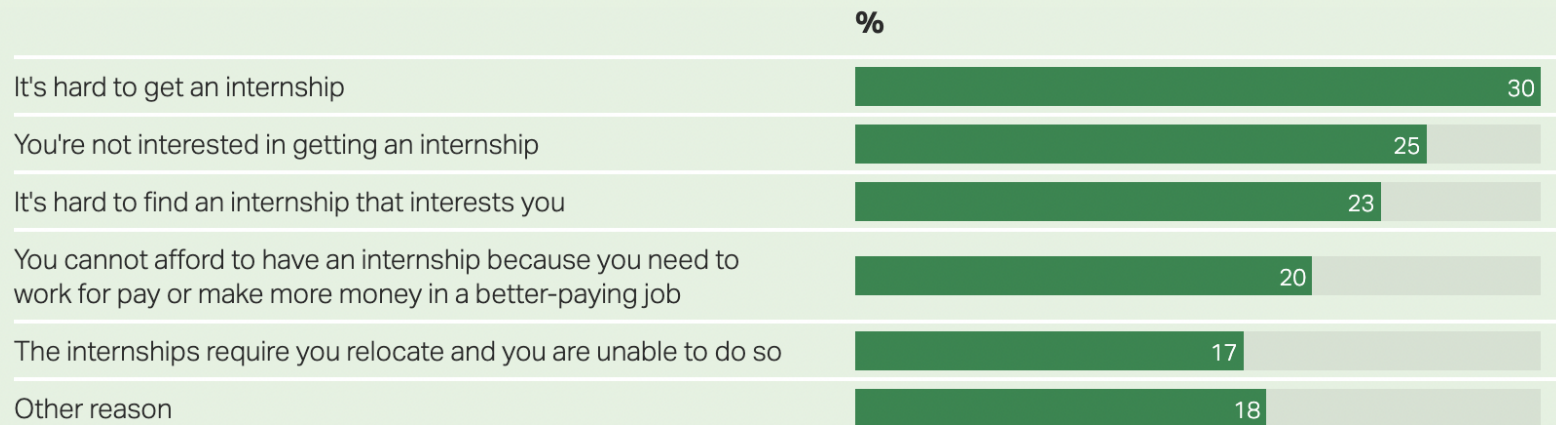
- Use internships intentionally
- Prepare students to secure and thrive in internships
- Connect internships to other student experiences and supports

Source: Strada's "Building Better Internships" report, 2024

Internships: Talking Access

Internship Hurdles: What's Stopping Students From Gaining Experience?

Which of the following best describes why you have not had an internship yet?



March 13-30, 2023

[Get the data](#) • [Download image](#)

GALLUP®

Challenges

Supply vs. Demand:

- 70% vs. 48% (First-years who intend to participate in an internship vs. seniors who have)
- Difficulty finding an internship is a top reason for this gap

Equitable access:

- Intent gap/participation varies by race, gender, first-gen status, major

Sources: Gallup web survey of 2,430 students pursuing bachelor's degree, March 2023 (left); Strada's "From College to Career: Students' Internship Expectations and Experiences" report, 2023 (right); Strada's "Building Better Internships" report, 2024 (right)

Increasing Access to Quality Internships: Talking Solutions

May 16, 2023

Universities Foot the Bill for Paid Internships

To capitalize on the benefits of paid internships, two university systems have created funds to support students who might not otherwise seek such opportunities.

By [Johanna Alonso](#)



A UW Milwaukee student intern works alongside an employee at the Molson Coors beverage company.

UW Milwaukee

Other Examples in Action:

- **SUNY** aims for an internship for every undergraduate with \$10M/year in state funding
- **ODU** creates Monarch Humanities Internship Academy with \$5M grant from Mellon Foundation
- **William & Mary's** 1) F.U.S.E program to fund unpaid/underfunded internships 2) Career Development and Professional Engagement office's \$100,000 state grant to transform federal work-study positions into internships; and 3) Roy R. Charles Center's internship course structure for faculty-supervised projects

Source: *Inside Higher Ed* (left)

Panel Discussion



Sonnia Shields, Bank of America



Shawn VanDerziel, National Association of Colleges and Employers (NACE)



Matthew T. Hora, University of Wisconsin-Madison



Tina S. Gaddy, The Washington Center

Sponsor Chat



Laura Love,
Senior Vice
President for Work-
Based Learning,
Strada Education
Foundation



Sara Custer,
Editor-in-Chief,
Inside Higher Ed

Audience Q & A

Thank you!



Helpful Links

<https://www.insidehighered.com/news/student-success/life-after-college/2024/06/10/3-ways-maximize-college-internship-experiences>

<https://stradaeducation.org/report/building-better-internships/>

<https://www.insidehighered.com/news/2022/09/23/students-internship-experiences-how-they-want-colleges-help>

<https://www.insidehighered.com/news/student-success/college-experience/2024/06/17/3-4-college-students-improve-education-quality>

<https://www.gallup.com/education/509468/four-college-students-internship-experience.aspx>

<https://stradaeducation.org/report/from-college-to-career-students-internship-expectations-and-experiences/>

<https://www.nacweb.org/internships>

<https://www.insidehighered.com/news/students/careers/2023/05/16/universities-foot-bill-paid-internships>

<https://www.insidehighered.com/news/student-success/life-after-college/2024/05/29/paid-internships-help-humanities-students-prep>

