



Supercharge Your Internship Search

Family Weekend

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“Nothing ever becomes real
til it is experienced.”

John Keats



First Things First

What is an Internship?

- An internship is an extension of education.
- It is real work experience in a professional discipline.
- The best internships offer a structured learning experience that include:
 - Learning objectives that ensure you are doing meaningful work.
 - An involved supervisor who is committed to your learning process.
 - An opportunity to develop professional skills and competencies.
 - A chance to begin building a network of professional contacts.



What Students Need to Know

About Oneself

- Have an idea of what you want in an internship.
- Think about what you expect to learn through the experience.

About Finding Internships

- Know where to look.
- Commit to searching, at least every other day or two.

About the Value of Internships

- Explore a career from the inside.
- Hone communication skills within cross-functional teams
- Exposure to a pool of talented professionals.
- Expand one's understanding of the real world.
- Highly valued by grad school admissions committees.



Employers Value Internships

- ❑ A chance to contribute to the education of potential colleagues.
- ❑ Access to high-achieving, technically-trained students.
- ❑ A means of cost-effective recruitment, training, and retention of potential employees.
- ❑ A way to evaluate interns as possible candidates for full-time employment after graduation.
- ❑ A time to give back to the profession by sharing knowledge and experiences.



Santa Clara Graduates

Internship Data: SCU 2009 Graduate Outcome Survey

- 89% of our 2009 graduates were either employed full-time, attending graduate school, or participating in a service program six months after graduation.

- 68% of those 2009 grads had at least one internship
 - Of those who had 2 or more internships, 82% were employed full-time.
 - Of those who had 1 internship, 77% were employed full-time.
 - Of those who had no internships, only 52% were employed full-time.



Significance of Internships

- They now play a strategic role in today's economy as the gatekeeper to full-time employment.
- Internship experience has become a job prerequisite.
- 90% of direct-from-college hires will go to interns.
- Financial advantage for those who have had internships:
 - Nationally, students who had internships in the Class of 2010 were offered an average full-time salary of \$41,580 compared to \$34,601 for those who had no internships.



Implications of the Economy for Students

- Competition is fierce – it's an employer's market now.
- The key is getting EXPERIENCE.
- Getting experience throughout college is more important now than ever before.
- Students must be constantly creative in order to find opportunities.



Gaining Experience

- How will you demonstrate your interest or passion in a career field by what you are doing now?
 - What have you done to show that this is really important to you?
 - You want to be a psychologist?
 - You want to be an investment banker?
 - You want to be an animator?
 - You want to work in healthcare?
 - You want to work in the electronic gaming industry?

 - Where is the proof that you are serious about this?



Student Expectations

- Students pursue internships to learn through experience.
- Students want to take what they are learning in the classroom and apply that to real world situations.
- Students want to be kept busy with **MEANINGFUL WORK** that they can talk about in an interview.
- They are looking for short-term and long-term projects, ideally with a deliverable (final report, oral presentation, etc.).
- They thrive when working in groups.
- Students expect an involved supervisor who will facilitate their learning.



Employer Expectations

- Employers want more than a major.
 - They are looking for skills and competencies.
 - They are looking for flexibility and adaptability.
- They look for a correlation between the skills required for the job and the skills they see on your resume.
- Strong problem-solving skills are critical.
 - Think: “Analytical mindset”
 - Be able to analyze, evaluate, manipulate, and interpret data.
 - Be able to plan, design, and manage a project.
 - Be able to work effectively in teams.



Employer Expectations

1. The ability to communicate effectively, orally and in writing.
2. Critical thinking and analytical thinking skills.
3. The ability to apply knowledge and skills to real-world settings.
4. The ability to analyze and solve complex problems.
5. The ability to connect choices and actions to ethical decisions.
6. Teamwork skills and the ability to collaborate with others in diverse group settings.



Identify Your Skills

Know your transferable skills.

Recognize the skills that have been learned in various positions in the past which can transfer to another position and have value for an internship, a job, or a career.

Examples:

Communication skills	Analytical/problem-solving skills
Interpersonal skills	Research experience
Organizing skills	Critical thinking skills
Ability to draw informed conclusions	
Ability to prioritize and work under pressure of deadlines	



Identify Your Skills

Work on developing your skills early.

Begin with the skills you are learning in the classroom:

- Written and oral communication skills
 - Public speaking, critical listening, using data to state your case
- Research methods
 - Interpreting reports, leveraging technology, summarizing findings
- Analytical ability
 - Analyzing problems systematically, thinking “outside the box”
- Planning and organizing
 - Conceptualizing problems, implementing strategies, leadership
- Group skills
 - Developing consensus, demonstrating teamwork skills in a diverse environment



Use Project Experience

- Use opportunities to work on projects in courses to “think deeply” about all the issues involved.
- Learn from the coaching provided by professors and classmates.
- This will help you prepare to think through and solve potential issues in the workplace.



Importance of Social Skills

“Harvard, Carnegie Foundation, and Stanford Research Center claim that 85% of your job search success comes from your people skills, while only 15% comes from your technical skills. Once again, 85% of your job success is who you are, 15% is what you know.”

Life After School. Explained., Cap & Compass, 2008



Attitude

What Really Matters:

You may have all the talent in the world,
but if your attitude is poor and your efforts
lack enthusiasm, you will not be successful.

A winning attitude and committed effort make all
the difference. Just ask any athlete or coach.



People hire people
whom they know, like, and trust.



How to Prepare

- Your Cover Letter and Resume
 - Tailored to the position you are applying for.
 - Reflect the key words used in the job description.
 - Make it crystal clear – no stumbling blocks.
 - You can make a first impression only once.
 - These are writing samples that inform the reader about:
 - How you think and present your thoughts logically on paper.
 - Why they should take the next step and look at your resume.
 - Why you feel you are a qualified candidate for the internship.



Interviewing

Be able to effectively articulate...

- ❑ ...your skills, strengths, experiences, and goals.
- ❑ ...your knowledge of the employer (do your research).
- ❑ ...your ability to meet the challenges of the position.
- ❑ ...why you are the best candidate for the position.

Keep in mind these important points:

- ❑ T-CUP: Think Correctly Under Pressure
- ❑ First and last impressions have the most impact.
- ❑ This is not “just” an internship interview.
- ❑ Ask for the position before you leave the interview.
- ❑ *Be positive, energetic, and enthusiastic.*
You want to be the next member of their team!



Networking: Building Bridges

The Key That Unlocks Door

- 65% of all jobs are found through contacts.
- It's all about building and sustaining relationships.
- Most students are hired through these connections:
 - relatives, friends, parents of friends
 - former supervisors and co-workers
 - neighbors, acquaintances
 - faculty, staff, alumni connections



Career Center Resources

- BroncoLink – 2,000 internships posted last year.
- Over 100 additional internship search engines and over 200 additional job search engines.
- Career Fairs
 - Freshmen/Sophomore Internship Fair on February 28, 2011
 - Spring Career Fair on April 6, 2011
 - Investment Banking Alumni Panel on April 12, 2011
- On Campus Interviewing (OCI)
- Individual counseling, assessments, and drop-in appointments.
- Internship, resume writing, and interview preparation workshops; courses on experiential learning for social justice and on career strategies
- Alumni Connections and Alumni Shadowing Program
- Reciprocity



Parents: Ways to Support Students

- Encourage them to think critically about their experiences.
- Point out possible options knowing their personality preferences and interests.
- Reflect with them on their strengths and personal qualities.
- Help them to see the big picture.
- Teach them the importance of casting a large net.
- Help them to manage their expectations by sharing the lessons you learned through the ups and downs of your own career path.



Parents:

Ways to Support Students

- Remind them that entry-level jobs are rarely ideal jobs, but that those positions do have value as starting points.
- Encourage them to broaden their transferable skills.
- Support them in their networking efforts, knowing that effective employer connections are critical.
- Suggest your friends, co-workers, and other contacts for relevant informational interviews.
- Tell everyone you know to keep their eyes open for opportunities.
- Ask them how you may offer support and guidance.



A View from the Inside

INTERN PANEL

Jason Belk ~ Computer Science

Greg Kaplow ~ Business Management

Evan Sanders ~ Marketing

Cameron Schwab ~ Mechanical Engineering



A View from the Inside

INTERN PANEL

Chris Barna ~ Political Science/Mathematics

Heidi Cossentine ~ Biology

Isabel Duron ~ Political Science/Ethnic Studies

Kyle Harvey ~ Business Management



Stand Out from the Crowd

- People hire people whom they know, like and trust.
 - Who knows you? How do people get to know you?
- What are 3 things you want employers to know about you?
 - How will you communicate that to them?
- Create an effective resume tailored to the position.
- When the economy goes down, the need for networking goes up.
- Your attitude walks through the door before you do.
- You can make a first impression only once.
- Success happens when we take charge of our lives and when we take responsibility for what happens to us.



For Assistance

- Internship Advice:

- Enzie Lagattuta

- elagattuta@scu.edu or 408-554-4420

- SCU Career Center

- 408-554-4421

- Resources for all your career-related needs

- www.scu.edu/careercenter