

Crimson Internships Program Assessment

Brief description of program:

Career Services began a new program, Crimson Internships, for the Summer 2014. In the first cohort, more than 70 students applied, 50+ students were interviewed by Career Services staff, and 7 students were ultimately selected by participating companies for internships. Career Services partnered with several companies, including Goldman Sachs, Fanzz, and Northwestern Mutual Financial, to offer the exploratory internships for students in Business, Humanities or Social Behavioral Science. To evaluate the “process” of the initial pilot program in order to make changes for next year, a survey was sent to all of the interviewed students to obtain their feedback.

Who was asked to complete the survey:

Students who were interviewed for a Crimson Internship through Career Services

Respondents: 39.62% (21 out of 52)

Administration type:

Link to post, email sent from Brian Burton to students

Summary of Key Findings:

Most (52.38%) students respondents found out about the Crimson Internships Program through the University of Utah homepage web banner and through a counselor email/referral (33.33%). The deciding factors for applying for the Crimson Internships Program were mainly that the internships and companies interested them (80.95%), they liked that they could apply for multiple internships with one application (71.43%), it seemed like a good opportunity for an exploring student (66.67%), and they liked that the program was geared for students majoring in their specific college. All were satisfied with the online application system, 66.67% were satisfied with the variety and quality of Crimson companies/internships, and 72.22% were satisfied with the interview with Career Services/Business Career Services Staff. One thing many students mentioned was that they really liked the interview; they said that it was more laid back and that the interviewers were friendly and easy to talk to. One thing students thought could be improved about the Crimson internships application and interview process was that they would have liked the process to be a little clearer so they knew what the next steps would be. Students said they plan to use various Career Services/Business Career Services resources in the future, primarily: Career Services/Business Career Services resources in the future, primarily: UCareerLink (76.47%), Career Fair (76.47%), resume review (70.59%), appointment with a career counselor (64.71%), internship assistance/information (64.71%), and the Student Job Fair (58.82%). Respondents indicated they were majoring in the David Eccles School of

Business (52.94%), Humanities (23.53%), and the Social & Behavioral Science (23.53%) colleges. 47.06% stated they were men, 52.94% stated they were women.

Actions Taken:

The Crimson Internships Survey feedback was used to develop a position and job posting for a new Internships Coordinator in Career Services, which was posted in Summer 2014. The Internships Coordinator will take ownership of the Crimson Internships program and hopefully continue to grow the program so that it is offered each semester for even more students. The survey feedback will be provided to the new Internships Coordinator once he/she is hired.

Which department and/or program goals does this program align with?

2. Increase awareness of career development process.
3. Develop quality representation of employers with increased global opportunities.

6. Increase faculty/department partnerships and campus relationships.

Which Student Affairs goals does this program align with?

- 1c. Promote experiential learning opportunities (e.g. career development, internships, mentoring programs and part-time employment).

Which Learning Domain(s) does this program with?

Practical Competence