2016 PROPOSAL

LEARNING THROUGH EXPERIENCE

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Learning through Experience (LTE) will serve as a **bridge from CI** to industry, education, government and the military, connecting CI students, faculty, and staff with our community.

The goal is to facilitate mutually beneficial opportunities in the areas of **employment, research and community engagement**.

1. Central contact

2. Facilitate exchange of information

3. Serve our local and regional workforce

4. Establish community partnerships

5. Operations

CI STRATEGIC PRIORITIES

University Strategic Priority I: Facilitate Student Success

IA: Provide University access to students who bring diverse perspectives

IB: Provide a mission-driven education that prepares students for individual success and to become contributing members of society

IC: Provide support for student persistence toward degree completion and timely graduation

University Strategic Priority II: Provide High-Quality Education

IIA: Hire and support high-quality faculty and staff who are committed to the mission of the University

IIB: Infuse integrative approaches, community engagement, multicultural learning, and international perspectives into all aspects of learning

IIC: Engage undergraduate and graduate students in research and creative activities

University Strategic Priority III: Realize our Future

IIIA: Build infrastructure capacity

IIIB: Leverage the use of technology

IIIC: Seek, cultivate, and steward resources, both public and private

IIID: Implement collaborative planning and accountability processes

ALIGNMENT OF LTE OBJECTIVES & CI STRATEGIC PRIORITIES

Objective	Aligned Priorities
OBJECTIVE 1: Provide a central point of contact for students, alumni, faculty, and community partners to engage in employment, research, and community engagement activities with CI.	IB IIIB IIIC
OBJECTIVE 2: Facilitate exchange of information with faculty, students, alumni, and community partners regarding *Learning through Experience* opportunities at CI (e.g., student research, employment/internships, community engagement).	IB IIB IIC IIIB IIID
OBJECTIVE 3: Serve our local and regional community workforce development needs.	IIIA IIIC
OBJECTIVE 4: Establish community partnerships to support the development of increased jobs, internships, and research opportunities.	IIIA IIIB IIIC IIID
OBJECTIVE 5: Develop and manage strategic planning, budget, facilities, and comprehensive assessment for *Learning through Experience*.	IIIA IIIC IIID

ACADEMIC AFFAIRS
Undergraduate Research
Experiential Learning
Connection to Students
Mission-Based Centers
Academic Programs
Faculty

UNIVERSITY ADVANCEMENT
Alumni Mentorship Programs/Events/
   Connections to Alumni
Industry Connections
Industry Financial Support, Volunteer,
   and In-Kind Resources
Connections to External Partners

STUDENT AFFAIRS
Internships
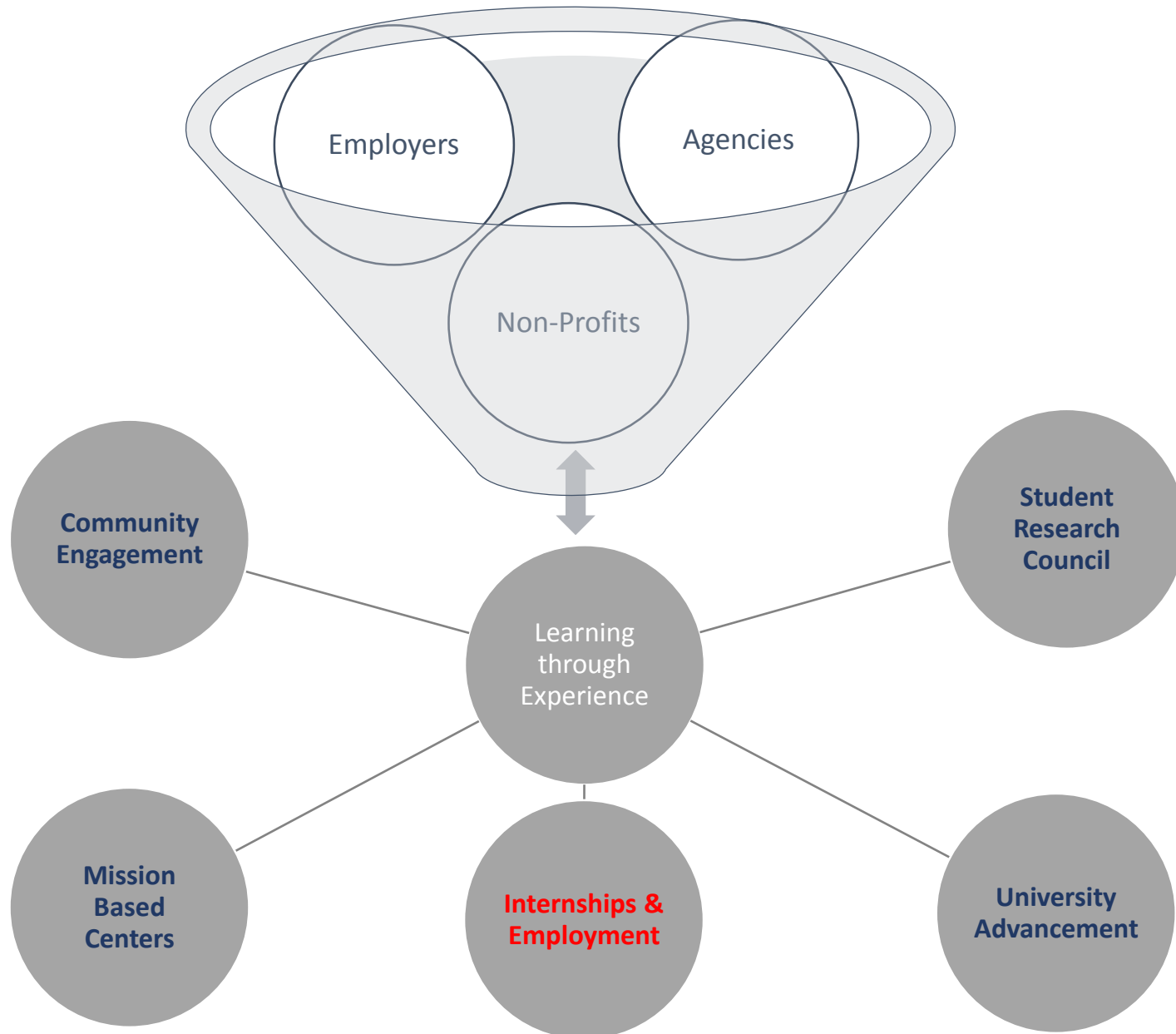General Career Services
Connection to Students

FINANCE & ADMINISTRATION
Contractual Agreements with Community
   Partners (e.g., internship placement agreements)
Risk Management

TECHNOLOGY & COMMUNICATION
Technology Platform Support, Integration,
   and Implementation

CI AREAS & COMMUNICATION

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Employers

Agencies

Non-Profits

Community Engagement

Student Research Council

Learning through Experience

Mission Based Centers
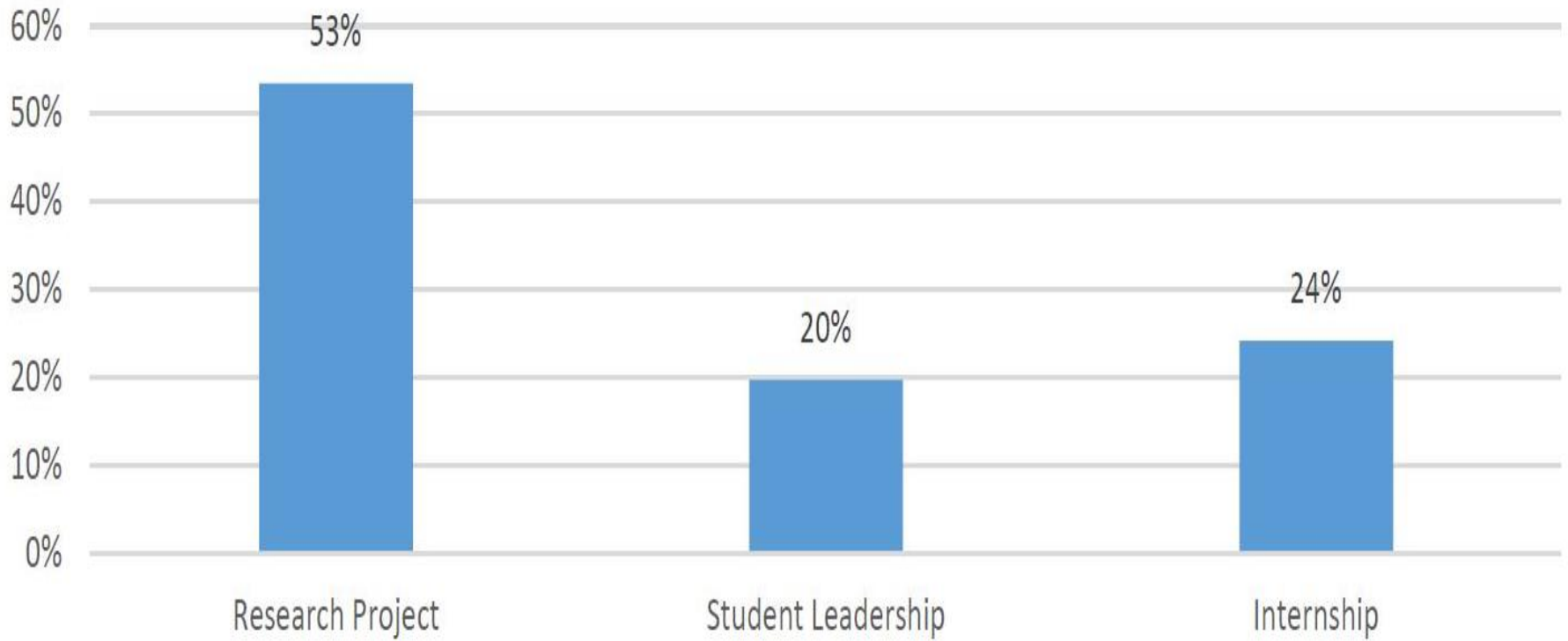
Internships & Employment

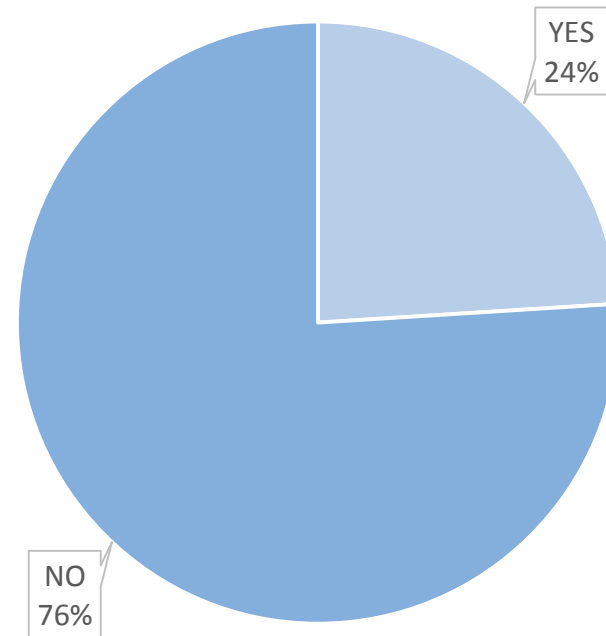University Advancement

Phase 1

Phase 2

1. *Increase internship and employment opportunities for CI students & alumni*

2. *Maintain industry relevance*

3. *Intentional connections between industry and CI*

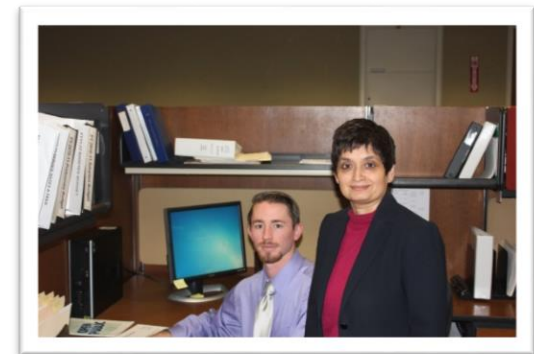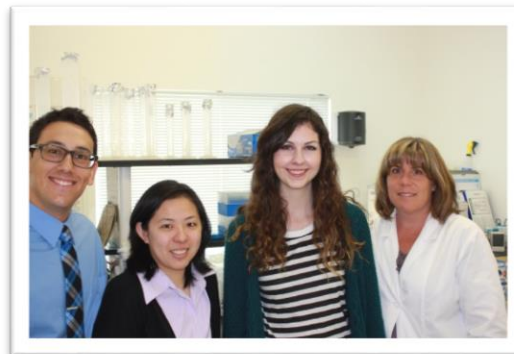4. *Employer pipeline for qualified workforce*

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*Students who accessed Career Development Services were **twice as likely** to complete an internship while at CI (~30% vs ~16%)*

YES 24%

NO 76%
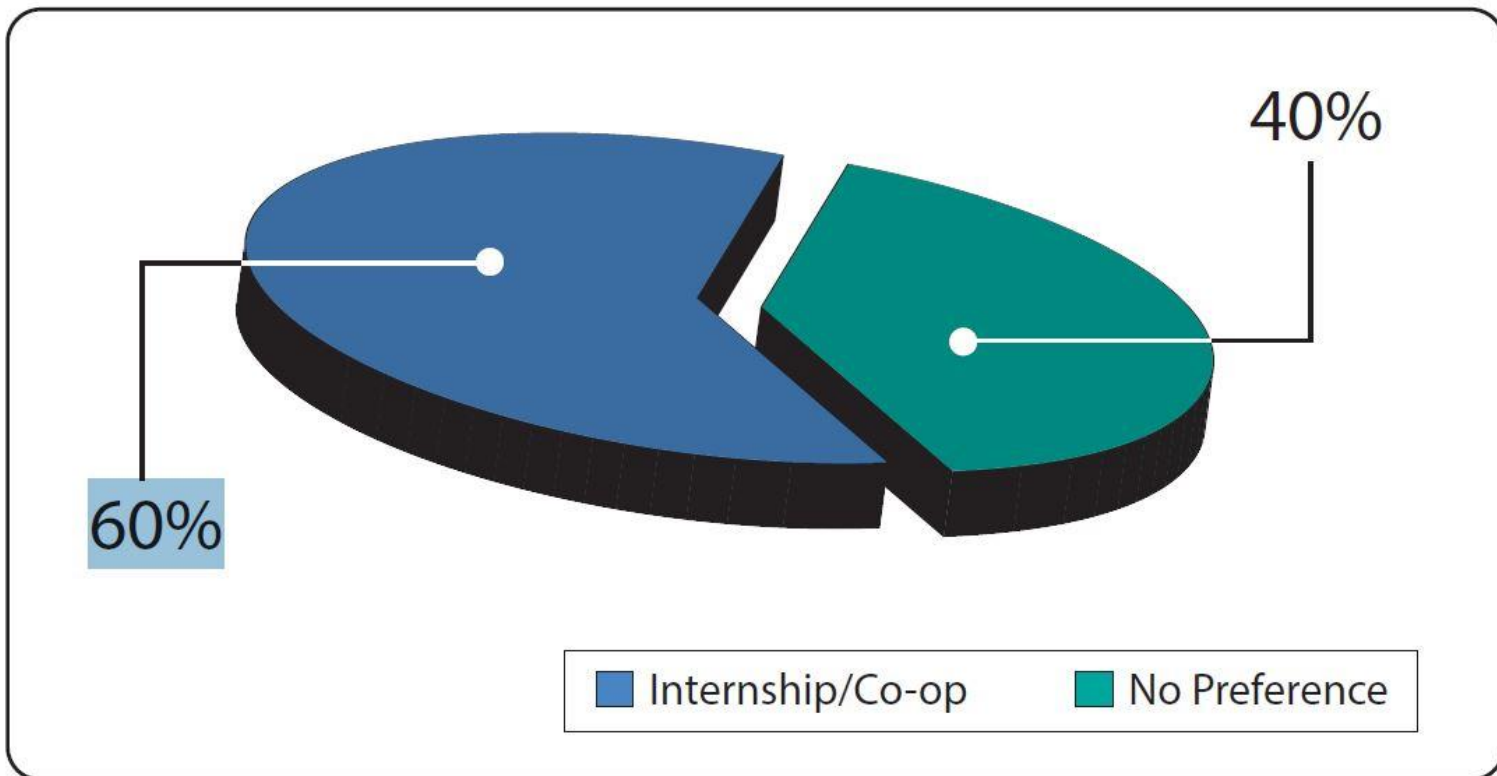
N=1,444

CSU Channel Islands
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National Internship Statistics

➢ 61% of graduating seniors from the Class of 2014 reported completing an internship (NACE, 2014)

➢ **Conversion Rate**: Employers made **full-time offers** to 64.8 percent of their interns (NACE, 2014)

➢ **Internships & Job Offers**: 52% of graduates who received job offers before graduation held internships (NACE, 2014)

➢ **CSU Benchmark**:

➢ 43% reported they completed an *internship* (CSU Fullerton, 2013)

CI Internship Statistics

➢ 24% (n=294) of graduating CI students *completed* an **internship** (Spring 2015)

➢ Reasons for not completing an **internship**:

➢ *I am already working (44%)*

➢ *Internships are not required in my major (29%)*

➢ CI Internship Policy (Academic Credit)

2014 Student Survey and Employer Survey, National Association of Colleges & Employers (NACE)

Figure 42: Employers' hiring preferences relative to experience, by percent of respondents

Hiring Preference	2015	2014	2013	2012
I prefer to hire candidates with relevant work experience.	72.5%	74.1%	71.0%	73.7%
I prefer to hire candidates with any type of work experience (doesn't matter if it's relevant or not, just some type of experience).	20.1%	20.7%	19.9%	17.5%
Work experience doesn't typically factor into my decision when hiring a new college graduate.	3.9%	1.1%	4.8%	4.1%
Other	3.4%	4.0%	4.3%	4.6%

NACE Job Outlook Survey 2015

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Figure 43: Employers' preference as to how work experience was gained, by percent of respondents

40%

60%

Internship/Co-op   No Preference

NACE Job Outlook Survey 2015

NEED	YEAR 1	YEAR 2	YEAR 3
Personnel Salaries	217,500 • *Director, Admin II 90k + benefits* • *Internship Coordinator, SSP III 55k + benefits*	217,500 • *Director, Admin II 90k + benefits* • *Internship Coordinator, SSP III 55k + benefits*	289,500 • *Director, Admin II 90k + benefits* • *Internship Coordinator, SSP III 55k + benefits* • *Employer Relations Specialist/Career Counselor, SSP II, 48k + benefits*
Operational Costs	$14,470	$14,470	$17,000
Total	$231,970	$231,970	$306,500

Dr. Wm. Gregory Sawyer
Vice President for Student Affairs

Dr. Gayle Hutchinson
Provost & Vice President for
Academic Affairs

Nichole Ipach
Vice President for University Advancement

Tania Garcia
Director of Alumni Relations

Melissa Remotti
Director of Special Projects & Operations

Dr. Amanda Carpenter
Assistant Director of Career
Development Services & the Hank
Lacayo Institute Internship Program

Gary Cushing
Lacayo Institute Internship Associate