2016
PROPOSAL
LEARNING THROUGH EXPERIENCE
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**.
OBJECTIVES

1. Central contact

2. Facilitate exchange of information

3. Serve our local and regional workforce

4. Establish community partnerships

5. Operations
# Objectives & Strategic Priorities

## 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

<table>
<thead>
<tr>
<th>Objective</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong></td>
<td>Provide a central point of contact for students, alumni, faculty, and community partners to engage in employment, research, and community engagement activities with CI.</td>
</tr>
<tr>
<td><strong>2</strong></td>
<td>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).</td>
</tr>
<tr>
<td><strong>3</strong></td>
<td>Serve our local and regional community workforce development needs.</td>
</tr>
<tr>
<td><strong>4</strong></td>
<td>Establish community partnerships to support the development of increased jobs, internships, and research opportunities.</td>
</tr>
<tr>
<td><strong>5</strong></td>
<td>Develop and manage strategic planning, budget, facilities, and comprehensive assessment for Learning through Experience.</td>
</tr>
</tbody>
</table>
CAMPUS STAKEHOLDERS

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

Learning through Experience

- Employers
- Agencies
- Non-Profits

Community Engagement
Student Research Council
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*
Students who accessed Career Development Services were **twice as likely** to complete an internship while at CI (~30% vs ~16%)
Internship Data

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

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<thead>
<tr>
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<tbody>
<tr>
<td>I prefer to hire candidates with relevant work experience.</td>
<td>72.5%</td>
<td>74.1%</td>
<td>71.0%</td>
<td>73.7%</td>
</tr>
<tr>
<td>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).</td>
<td>20.1%</td>
<td>20.7%</td>
<td>19.9%</td>
<td>17.5%</td>
</tr>
<tr>
<td>Work experience doesn’t typically factor into my decision when hiring a new college graduate.</td>
<td>3.9%</td>
<td>1.1%</td>
<td>4.8%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Other</td>
<td>3.4%</td>
<td>4.0%</td>
<td>4.3%</td>
<td>4.6%</td>
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</table>
Figure 43: Employers’ preference as to how work experience was gained, by percent of respondents

- 60% Internship/Co-op
- 40% No Preference
# Budget

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<tr>
<th>Need</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
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<tbody>
<tr>
<td>Personnel Salaries</td>
<td>217,500</td>
<td>217,500</td>
<td>289,500</td>
</tr>
<tr>
<td>• Director, Admin II</td>
<td>90k + benefits</td>
<td>• Director, Admin II</td>
<td>90k + benefits</td>
</tr>
<tr>
<td>• Internship Coordinator, SSP III</td>
<td>55k + benefits</td>
<td>• Internship Coordinator, SSP III</td>
<td>55k + benefits</td>
</tr>
<tr>
<td>• Employer Relations Specialist/Career Counselor, SSP II, 48k + benefits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operational Costs</td>
<td>$14,470</td>
<td>$14,470</td>
<td>$17,000</td>
</tr>
<tr>
<td>Total</td>
<td>$231,970</td>
<td>$231,970</td>
<td>$306,500</td>
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THANK YOU

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

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Lacayo Institute Internship Associate