

## FACULTY / ADVISOR REFERRALS FOR INTERNSHIPS

### Is this Student a Good Candidate for an Internship Now?

Students who are poorly prepared in their field of study will find it more difficult to make connections between their work experience and their academic learning. Both the student and the host agency may find the internship a frustrating experience. Furthermore, because interns are informal ambassadors for your department, a poorly prepared student intern can damage your program and department's (or the university's) credibility. Therefore, it is important to conduct preliminary screening at some level.

This screening should include determining the student's motivation for doing an internship. An internship is not the best choice for every student. Typical motivations for wanting to intern include gaining work experience for future employment, identifying strategies for applying the major to a career, feeling uncertain about future career focus, identifying areas for further course work, and facilitating entry into a particular company or career. A student who enters the screening process with complaints about classroom learning and a desire to move more quickly to graduation by avoiding the classroom and getting needed credits while working and/or making money may not be the best candidates for the program.

Other screening issues may include the year of the student (sophomore, junior, senior); number of credits completed in the major field; grade point average in the major or overall; and completion of specific prerequisite course that helps prepare the student for the experience.

- **Is this student adequately prepared within the discipline for an internship experience?**

This question has largely to do with determining whether the student has met the departmental requirements (coursework, grade-point average, etc.) to become an internship candidate.

- **Can I or my colleagues vouch for this student's ability and motivation?**

This question entails the more difficult process of judging whether the student has the work ethic and the intellectual skills to enjoy success in meeting the demands of an entry-level professional position and representing the strengths of your department.

- **What are the student's particular abilities and interests?**

This question now assumes the student is qualified for an internship and moves toward helping the student seek a particular internship that is most appropriate.