



COOPERATIVE WORK EXPERIENCE: Creating Student Success Pathways to Training & Employment

April 25th, 2014

Student Success Summit

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SADDLEBACK COLLEGE

Cooperative Work Experience (CWE)

*Creating Student Success Pathways to
Training & Employment*

- I. Introduction
- II. Internships & CWE – What are they?
- III. Internships & CWE - Are they worth it anyway?
- IV. Internships & CWE – Legal issues & challenges
- V. Saddleback's CWE Outcomes Report
- VI. CWE Best Practices
- VII. Wrap up / Q & A

What makes an Internship an Internship?

U.S. Department of Labor's Fact Sheet #71

- ✓ Similar to training in educational environment
- ✓ Benefit the intern
- ✓ Doesn't displace
- ✓ No immediate advantage for company
- ✓ Not entitled to job in end
- ✓ Not entitled to wages

What makes an Internship an Internship in California?

- Partnership between intern, school, employer
- Intern should not receive employee benefits
- Training for the industry, not employer
- Screening criteria like admission to school
- Advertisements should clearly describe 'educational' or 'training-based'

Source: <http://www.shawvalenza.com/publications.php?id=380>



What is CWE?

- Cooperative Work Experience (CWE) is an applied **academic program** in which students receive transferable **credit** for what they **learn** while in the training experience.
- Two types of CWE: General and Occupational
 - **General** has broader learning objectives
 - **Occupational** is focused on skills related to the academic/occupational area
- The District provides Worker's Compensation for Unpaid CWE experiences
- Students can earn a total of 16 units of CWE with a maximum of 8 units in one semester

PROGRAM OVERVIEW & HISTORY

CWE Hours : Units

Paid Employment	# of Units	Unpaid Employment	# of Units
75hrs	1 unit	60hrs	1 unit
150hrs	2 units	120hrs	2 units
225hrs	3 units	180hrs	3 units
300hrs	4 units (max)	240hrs	4 units (max)

What is CWE? (continued)

- Student Learning Outcomes drive units awarded (SMART / College-level)
 - http://www.mendocino.edu/tc/pg/4671/sample_learning_objectives.html
- CA Ed Code, Title 5, section 55254 defines CWE 'Learning' as:
 - ✓ New or expanded responsibilities *or*
 - ✓ Learning opportunities beyond those experienced during previous employment *and...*
 - ✓ The experience contributes to their occupational or educational goals.

Learning Objectives – S.M.A.R.T?

- ‘Acquire confidence through hands on experience and positive input from the director’
- ‘Enhance communication skills by making extra effort to understand what the director wants a project to represent for the company’
- ‘Learning how to work in a corporate environment’
- **‘I will devise a concept that contains design ideas, color direction, and trim ideas to be completed by May XX, XXXX’**

CHALLENGES: LEGAL ISSUES

- **Unpaid Interns** - Gawker.com 02/2014
<http://pando.com/2014/02/21/revealed-gawkers-sworn-affidavits-explaining-why-its-greedy-interns-didnt-deserve-to-be-paid/>
- **Unpaid Interns** - Fox Searchlight/Fox Entertainment Group 2011 & 2012
<http://unpaidinternslawsuit.com/fox-searchlight>
- **Unpaid Interns** – New York Institute of Technology 04/2014
<http://blogs.wsj.com/atwork/2014/04/23/one-school-fights-back-against-unpaid-internships/>
- **Harrassment** – New York City updated city's human rights legislation to include unpaid interns/workers 04/2014
http://www.slate.com/blogs/xx_factor/2014/04/17/unpaid_intern_can_sue_new_york_city_makes_discrimination_and_harassment.html

CHALLENGES: SAMPLE 1

TITLE: Startup looking for PHP developer

As a Development Intern, you will be immersed in the initial development stages of a nonprofit startup. You will be working on the implementation of much of the major functionality of the site including the framework, user system, email campaign management, payment integration and possibly API development and integration.

This is a great opportunity to learn real world, agile, team-based web development directly from our Senior Web Developer while gaining direct entrepreneurial experience and exposure to the early stages of startup creation.

CHALLENGES: SAMPLE 2

Title: Copy writing

We are an Ink 500 Marketing Company located in Newport Beach CA. We are looking for unpaid interns to write 600 page articles for content on our host of websites. The interns will have a guaranteed paid position upon graduation.

The way we in vision this:

We will give them the title of articles to be written.

We'll meet once a week, so that they can be virtual to start. Basically the interns will be building websites with content. Building websites about different types of leads. And informing customers about the different types of products. Such as : Mortgage, Tax relief, Debt consolidation, Auto Warranty, Insurance Health, life, Auto and Final expense.

VALUE OF INTERNSHIPS & CWE

4. Make more \$\$\$

Median Starting Salary (2011)

Intern 46,000\$

Non-Intern 34,600\$

Sources:

<http://www.bcea.org/wp-content/uploads/2011/08/are-internships-overrated-infographic.pdf>

<http://www.recruiter.com/recruiting-news/the-cost-of-a-bad-hire-infographic>

NACE 2012 STUDENT SURVEY – August 1st, 2012: <http://www.nacweb.org/s08012012/paid-intern-job-offer/>

VALUE OF INTERNSHIPS & CWE

NACE 2014 Internship & Co-Op Survey

- Nearly 97% of employers plan to hire interns & co-ops during 2014
- 4.4% increase in expected co-op (CWE) hiring reported by employers
- Average hourly wage for Freshman co-op - \$15.17 while Senior Interns average \$19.24 per hour.

Sources:

<https://www.nacweb.org/s04162014/intern-co-op-hiring.aspx?land-intern-lp-2-spot-incop-04182014>



Saddleback CWE Outcomes Survey

- OBJECTIVES:** To acquire employment-related data on completers of Cooperative Work Experience
- SAMPLE:** 650 total students that completed CWE between 2011 – 2013
- DESIGN:** Online survey created using Google Forms consisting of 16 total questions (7 employment related, 6 demographics)
- DISTRIBUTION:** Survey sent by email to primary school email and many alternate (personal) email addresses
- RESPONSE:** 119 completed surveys = 18% response rate

Saddleback CWE Outcomes Survey

COOPERATIVE WORK EXPERIENCE (CWE)



2013 CWE OUTCOMES SURVEY



What happens to our Saddleback College Interns Anyway?



67%

{ OF CWE INTERNS WORK IN THEIR FIELD OF STUDY }



51%

RECEIVE JOB OFFERS FROM THEIR CWE SITE

43%

ACCEPT THEM!



71%

Find CWE Internships from FACULTY / STAFF REFERRALS



46%

REPORT COMPLETING THEIR AA/AS OR CERTIFICATE, TRANSFERRING, OR WORKING



46% OF THOSE WORKING IN THEIR FIELD EARN \$20+

36% OF THOSE NOT WORKING IN THEIR FIELD EARN \$20+

SURVEY DETAILS

CREATION & DELIVERY
GOOGLE DRIVE SURVEY SENT TO 650 STUDENTS THAT COMPLETED CWE 2011-2013

119 COMPLETED SURVEYS

53%

26 - 41 YEARS OLD



81%



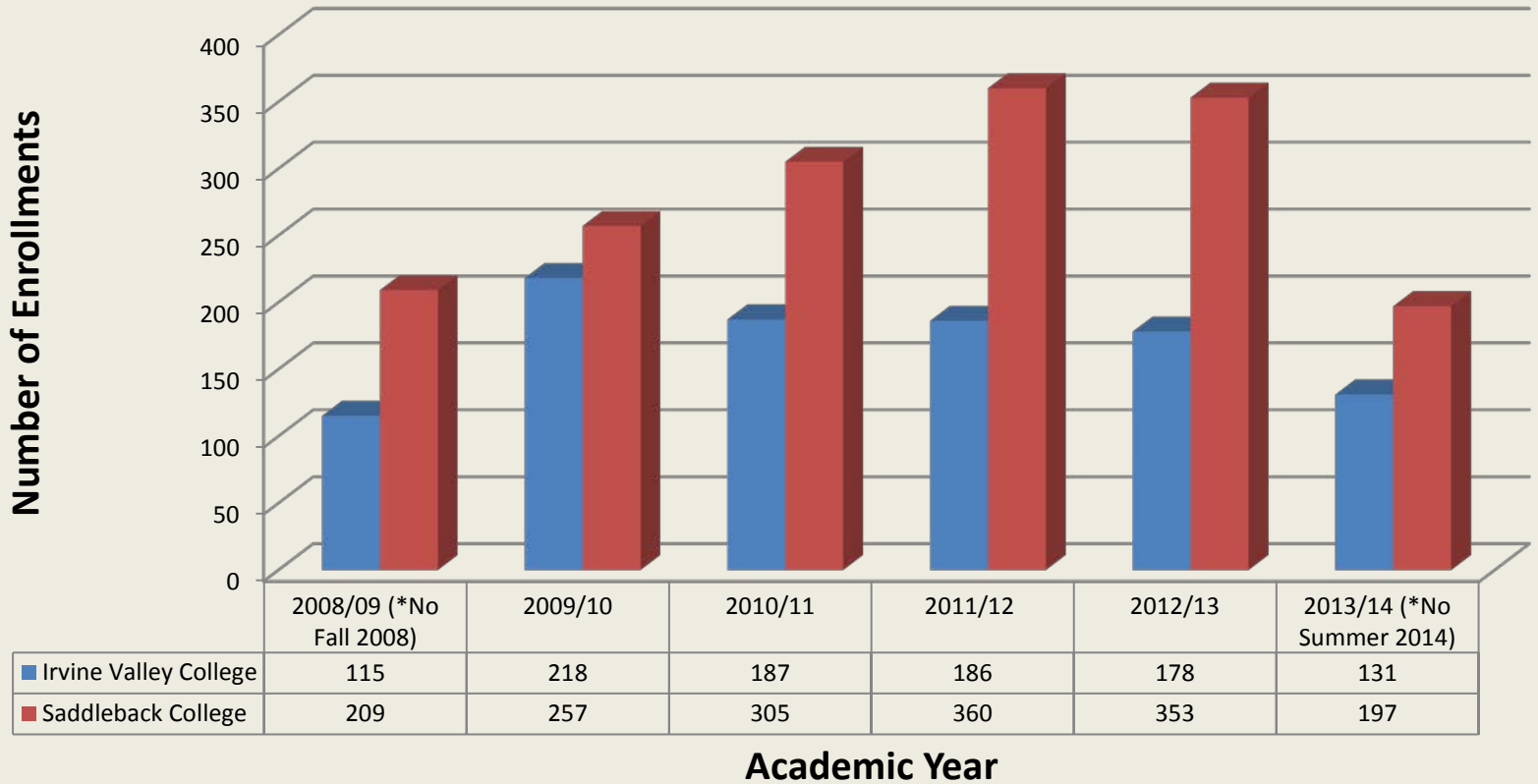
19%

67%

CAUCASIAN ETHNICITY

CWE STUDENTS

SOCCCD Cooperative Work Experience Enrollment (2009 - 2014)



15 BEST PRACTICES FOR INTERNSHIP PROGRAMS FROM NACE

Best Practice #1: Provide interns with real work assignments.

Best Practice #2: Hold orientations for all involved.

Best Practice #3: Provide interns with a handbook and/or website.

Best Practice #4: Provide housing and relocation assistance.

Best Practice #5: Offer scholarships.

Best Practice #6: Offer flex-time and/or other unusual work arrangements.

Best Practice #7: Have an intern manager.

Best Practice #8: Encourage team involvement.

Best Practice #9: Invite career center staff and faculty to visit interns on site.

Best Practice #10: Hold new-hire panels.

Best Practice #11: Bring in speakers from your company's executive ranks.

Best Practice #12: Offer training/encourage outside classes.

Best Practice #13: Conduct focus groups/surveys.

Best Practice #14: Showcase intern work through presentations/expo.

Best Practice #15: Conduct exit interviews.

Source:

<https://www.naceweb.org/internships/15-best-practices.aspx?land-intern-lp-3-int-15bp-04182014>



RESOURCES

- CA Career Briefs - <http://cacareerbrieffs.com/>
- Chancellor's Office site on CWE:
<http://extranet.cccco.edu/Divisions/WorkforceandEconDev/CareerEducationPractices/CoopWorkExperienceEduc.aspx>
- California Internship & Work Experience Association (CIWEA) <http://www.ciwea.org/>



Thank you for your time!

IDEAS, THOUGHTS, & QUESTIONS?

This presentation located at:

www.saddleback.edu/cwe

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