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ADDRESSING THE BIG QUESTIONS ON RETENTION, STUDENT SUCCESS, AND JOB ATTAINMENT

Dr. Amanda L. Walker | Austin Peay State University

This Presentation will NOT... Provide you with a magic potion!



Why?



- Student success is ongoing and does not happen over night.
- Its on you and your success partners
- Your team has to analyze where you are and what is needed to begin to address barriers.

Presentation Outline

- Experiential Education as it relates to Internships
- Success Factors: Retention, Student Success, and Job Attainment
- Possible Barriers on your campuses
- Best Practices: How do we increase opportunities?
- Employer Data in recent research
- Summary

Introduction & Review of Internships



- What is an Internship?
 - How do they benefit students?
 - How do they benefit employers?

What Does Research Tell Us???



Facts...according to NACE Survey, 2015

- Sixty-five percent of bachelor's degree graduates from the Class of 2015 participated in an internship and/or co-op, the highest percentage recorded for any graduating class since NACE's Student Survey report was first published in 2007.
- Demographically, men and women were equally as likely to have had an internship (64.6 percent and 65.8 percent, respectively), while African-American and Hispanic-American students were less likely to have done so (59.5 percent and 53.3 percent, respectively) compared to Asian-American, multiracial, white, and international students (63.2 percent to 68.2 percent).

Facts...according to NACE Survey, 2015

- Nearly 61 percent of interns/co-ops were paid.
- Sixty-two percent of employers say they prefer work experience gained through an internship or co-op experience.



Internships can impact colleges and universities through increasing...

- Retention
- Branding
- Competitiveness in the job market for their students
- Job attainment after graduation for their students
- Overall Student Success

What is your biggest barrier preventing students from participating in internship opportunities???



Text HappyBunny135 to 22333 once to join and then enter your response.

https://www.polleverywhere.com/multiple_choice_polls/hKDvn9Sno2KCyT

Mobile Voting / Polls

How do we address the barriers that exists?
Share ideas in the chat box.



What we know about Retention and Student Success

- Tinto, (1975,1987, & 1993): Academic and Social Models
- Astin, (1975,1977): Involvement Model
- Kuh (2008): High Impact Practices

Retention

WHAT ARE YOUR BEST PRACTICES?

Student Success and Greater Retention...

- What do you know about your students?
- Where/When can we intervene?
- Who's job is it to increase student success at your campus?
- How does student success increase retention?



Attainment...THATS WHY! IT IMPACTS US!

- Consumer Information Act
- What does your score card tell prospective students and their parents?
- How can job attainment impact enrollment?

Recent Research (Walker, 2016)

- "Should colleges and universities offer an academic credit option for all students, regardless of their major, if they wanted to participate in an internships/co-op experience?"
 - 66.77% of employers said highly recommend
 - 14.5 % of employers said recommend
- That's 81.2 % of employers recommending colleges and universities consider creating an academic credit option for students.

Recent Research (Walker, 2016)

- When asked, “Would you recommend colleges and universities consider requiring an internship/co-op experience as a part of a graduation requirement for all students, regardless of their major?”
 - 70.8% of employers either strongly agreed or agreed to recommending colleges and universities consider requiring an internship/co-op experience as a part of a graduation requirement for all students, regardless of major.

Recent Research (Walker, 2016)

- What does this tell us??
 - Employers value the internship experience.
 - Employers think there should be opportunities for students to gain college credit for such experiences.
 - Employer, at least a majority of them, want colleges and universities to consider curriculum redesigns that include these experiential options in the curriculum.

Summary



- Internships can enhance student success.
- Employers value them.
- Colleges and Universities depend on the success factors that result in work place experiences.
- There are no easy answers to increase student success. And it does not happen overnight!
- Internships are not the only way to increase student success but they can impact student performance.



Thanks so much.....



Connect with me on LinkedIn:
<https://www.linkedin.com/in/alwalker2010>
Email me at walkera@apsu.edu
Contact me at 931-221-6544
