



Connecting the Internship Experience

June 27, 2024, 10:15 - 11:00 am

CTE Experience Works 2024: Pathways for the Future

Dr. Barbara Blake, Executive Director
The Monarch Internship and Co-Op Office
bblakego@odu.edu





- Today's Agenda
- Introduction to the Mission of the Monarch Internship and Co-Op Office including the new Monarch Internship Academy for the Humanities
- Work Based Learning Definitions, Models and Theories
- High-Quality Work-Based Learning (HQWBL) opportunities
- Resources for building a strong HQWBL program
- Q&A



Barbara Blake, Executive Director



Ed. D. The George Washington University, Washington, DC
MA, The University of Leeds, England
BS, High Point University, High Point, NC
Certified Applied Economic Analyst
Certified Research Administrator (CRA)
Certified Economic Research Professional (CERP)

2024, ODU Project Lead, Proposed DOL Apprenticeship SubAward, \$1.2M
2023, Project Lead, Mellon Foundation Internship Academy Grant, \$5 M
2023 ODU Representative, SCHEV SB 1280 Working Group
2023 Appointment, Career and Technical Advisory
Committee (CTEAC), Norfolk Public Schools
Class of 2023, LEAD Virginia Graduate

Recognitions

2024, Wavy TV Remarkable Woman Nominee, Nexstar Media
2023 J. Worth Pickering ODU Administrator of the Year
2022 Woman in Business Leadership Award, Inside Business
2018 Strome College Faculty Administrator of the Year



2023-2028 Strategic Plan

“Forward-Focused: Where Innovation Meets Possibilities”

ACADEMIC EXCELLENCE



GOAL 1.

Serve as a leading institution in the Commonwealth of Virginia in developing and offering relevant, signature academic programs to meet regional and global workforce needs

Experiential Learning:

Increase opportunities for paid experiential learning to engage students and benefit the community

Well-positioned to tap into workforce development and economic development priorities, the University will create opportunities to work in close collaboration with both the PK-12 and community college sectors.

ODU Strategic Plan

CORPORATE & COMMUNITY PARTNERSHIPS AND ECONOMIC DEVELOPMENT

2023-2028

GOAL 2.

Deploy a new infrastructure and culture to increase corporate and community partnerships

- 2.a. Task the Relationship Governance Team with identifying and implementing opportunities to strengthen existing partnerships
- 2.b. Identify new partners through expanded alumni and community engagement
- 2.c. Identify and implement opportunities to increase corporate and community engaged research by faculty and students
- 2.d. Identify and reduce barriers to student participation in internships and other work-based learning opportunities
- 2.e. Increase opportunities for corporate leaders and alumni to participate in classroom and experiential learning activities, such as supervising student capstone projects

The Monarch Internship and Co-Op Office

The Monarch Internship and Co-Op Office provides internship and co-op advising and support to students, develops and maintains internship and co-op partnerships with employers, coordinates placements with those employers, works with academic departments to expand the work-based learning curriculum, and serves as the central ODU unit for administratively supporting work-based learning initiatives at ODU.



The Monarch Humanities Internship Academy will be part of the Monarch Internship and Co-Op Office, led by Executive Director Barbara Blake.



GOAL: The Old Dominion University strategic plan targets 2027 as the goal to have 100% of ODU students participating in at least one work-based learning activity before they finish their time at ODU.



Changing the culture

"IF" is changing to
*when and how
many?*



The Virginian-Pilot featured the new Monarch Internship and Co-Op Office

As the top story, it generated a potential audience reach of 876,000, according to data from Meltwater. The story on the Yahoo! Finance website, increased the reach to *44.8 million*. Inside Higher Ed Newsletter has 2 million readers.

The screenshot shows the Yahoo! Finance homepage. At the top, there is a search bar with the text "Search for news, symbols or companies" and a "Sign in" button. Below the search bar, there are navigation links for "Finance", "Watchlists", "My Portfolio", "Markets", "News", "Videos", "Yahoo Finance Plus", "Screeners", "Personal Finance", "Crypto", "Industries", and "Contact Us". A large "Advertisement" placeholder is visible in the center. Below the navigation, there are several market index cards with small line charts and numerical data:

Index	Value	Change
S&P 500	4,327.78	-21.83 (-0.50%)
Dow 30	33,670.29	+39.15 (+0.12%)
Nasdaq	13,407.23	-166.99 (-1.23%)
Russell 2000	1,719.71	-14.54 (-0.84%)
Crude Oil	87.72	+4.81 (+5.80%)
Gold	1,945.90	+62.90 (+3.34%)

The Virginian-Pilot

ODU's new internship office partners with employers for work-based learning



August 07, 2023

Program Launch: One-Stop for Internships, Co-Ops

To break down silos and increase access to work-based learning, Old Dominion University established a new department focused on internships for all students on campus.

By Ashley Mowreader

INSIDE ODU

Creating Pathways in the Humanities



Mellon news

Mellon Awards \$25M for Paid Internships for Humanities Majors at Public Universities and Colleges



Yahoo

<https://www.yahoo.com/news/odu-receives-5-millio...>

[ODU receives \\$5 million to go towards humanities ...](#)

2 days ago — The Mellon Foundation has awarded Old Dominion University (ODU) \$5 million to go towards humanities internships.

ODU Receives \$200,000 from SCHEV to Alleviate Financial Barriers to Internships and for Research

Getting Recognition for your work!

- The Monarch Internship and Co-Op Office supervises UNIV 068 and GRAD 068/668 to oversee internships and other forms of work-based learning
- Zero credit-no bill!



Monarch Internship
& Co-Op Office

UNIV 068 INTERNSHIP

Zero-Credit Internship Course

Obtain transcript recognition for your internship or work-based learning experience!

Registration Information

- ✓ No instructor approval required for registration
- ✓ Internship must be secured prior to enrollment
- ✓ Zero-credit = tuition free!

Course Requirements at a Glance

- ✓ Meeting with the Monarch Internship and Co-Op Office (virtual or in-person)
- ✓ Submission of your internship offer letter
- ✓ ePortfolio or written assessment of the internship (due by the last day of classes)
- ✓ Completion of Student Exit Survey and Employer Exit Survey



Heads up! There's a \$300 ePortfolio Contest

Visit us M-F 8:30 am to 5 pm
1000 Webb Center
Norfolk, VA 23529

(757) 683-JOBS (5627)
internship@odu.edu
odu.edu/internship



Preparing ODU students IS
the goal

Professional development,
transportation stipends,
uniforms, housing help
and more! Our students
are more than an online
application.



MONARCH INTERNSHIP &
CO-OP OFFICE PRESENTS

INTERNSHIP FEUD

*Learn how to win and make the
most of your internship!*

**THURSDAY, MARCH 21
12:30PM TO 1:30PM
SGA SENATE CHAMBERS
WEBB CENTER 1302**



**Monarch Internship & Co-Op Office
(757) 683-JOBS | internship@odu.edu
odu.edu/internship
1000 Webb Center, ODU Main Campus**

ENACTUS

MONARCH INTERNSHIP & CO-OP OFFICE

LOOKING FOR BUSINESS
CLOTHES FOR YOUR NEXT
INTERVIEW?

Visit the

MONARCH CLOSET

Location: Visual Arts Building 1007

Hours: Monday through Thursday 1 PM to 4:30 PM



Working with Faculty and Staff

Calling ODU Faculty and Staff!

Do you guide students on their journey to internships or other work-based learning?



Join us for —

INTERNSHIP BINGO

Date: 10/24/23
Time: 12:30pm –1:30pm
Location: 1302 Webb Center



Internship BINGO hosted by the *new* Monarch Internship and Co-Op office is an engaging professional development event to enhance your role in shaping the future of work based learning at ODU.

WHY SHOULD YOU ATTEND?

**BEST PRACTICES, FOOD
AND FUN!**

**USE THE QR CODE TO RESERVE YOUR
SPOT BY 10/19**



**FOR QUESTIONS CONTACT:
MONARCH INTERNSHIP AND CO-OP**
<https://www.odu.edu/internship>
757-683-JOBS
Internship@odu.com

*For our remote employees, virtual options are forthcoming.



NAVIGATE YOUR FUTURE IN SHIPPING & LOGISTICS CMA CGM

- *Immerse yourself in the shipping and logistics industry with CMA CGM's paid summer internship.*
- *Develop technical skills, contribute to humanitarian efforts, and join a global team committed to Net Zero Carbon by 2050.*
- *All majors are welcome to apply.*



**“SHIP” YOUR CAREER FORWARD.
APPLY TODAY.**



Learn & grow with a Chartway Summer Internship!

We have paid Internships in the following areas:

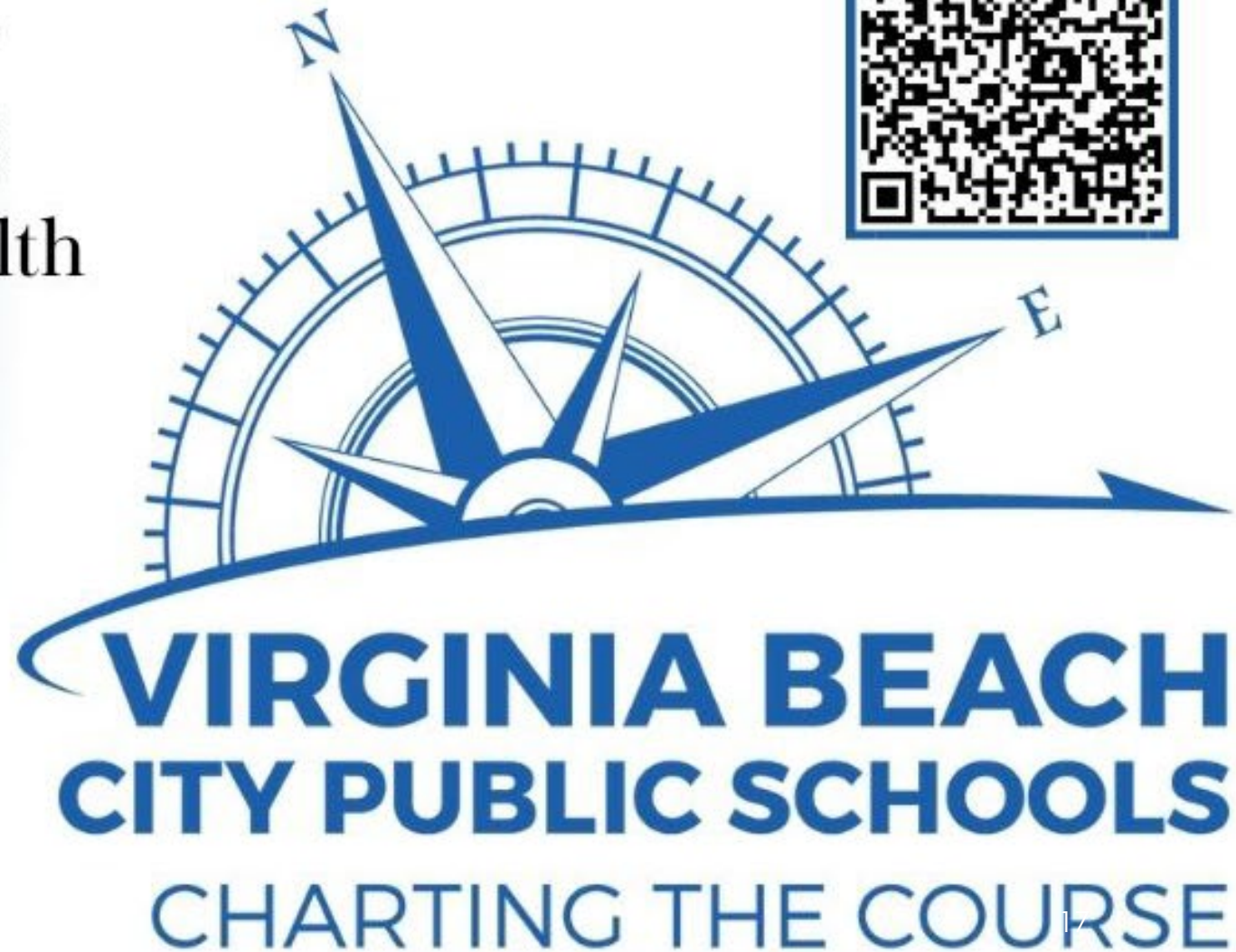
- Business Analytics
- Member Experience
- Marketing & Communications
- Project Management
- Credit/Debit Card Services – Marketing
- Learning & Development
- Data Engineering
- Data Analytics/Data Science
- Application Technology
- Branch Services
- Information Technology



Doctoral Internship With:

- Seeking candidates studying counseling & psychology
- July 1-June 30, 2024-2025
- \$32,000 stipend plus health benefits and dental
- Application due by November 30, 2023

*Accredited by the American
Psychological Association*





FOCUSED ON THE FUTURE!

ODU already has a robust set of student offerings (required and voluntary).

The Monarch Internship and Co-Op Office serves as the epicenter for a data driven internship and experiential learning hub serving many different types of organizations in our region, the Commonwealth of Virginia and beyond to meet regional and global workforce needs.

The mission? 100% Student Success

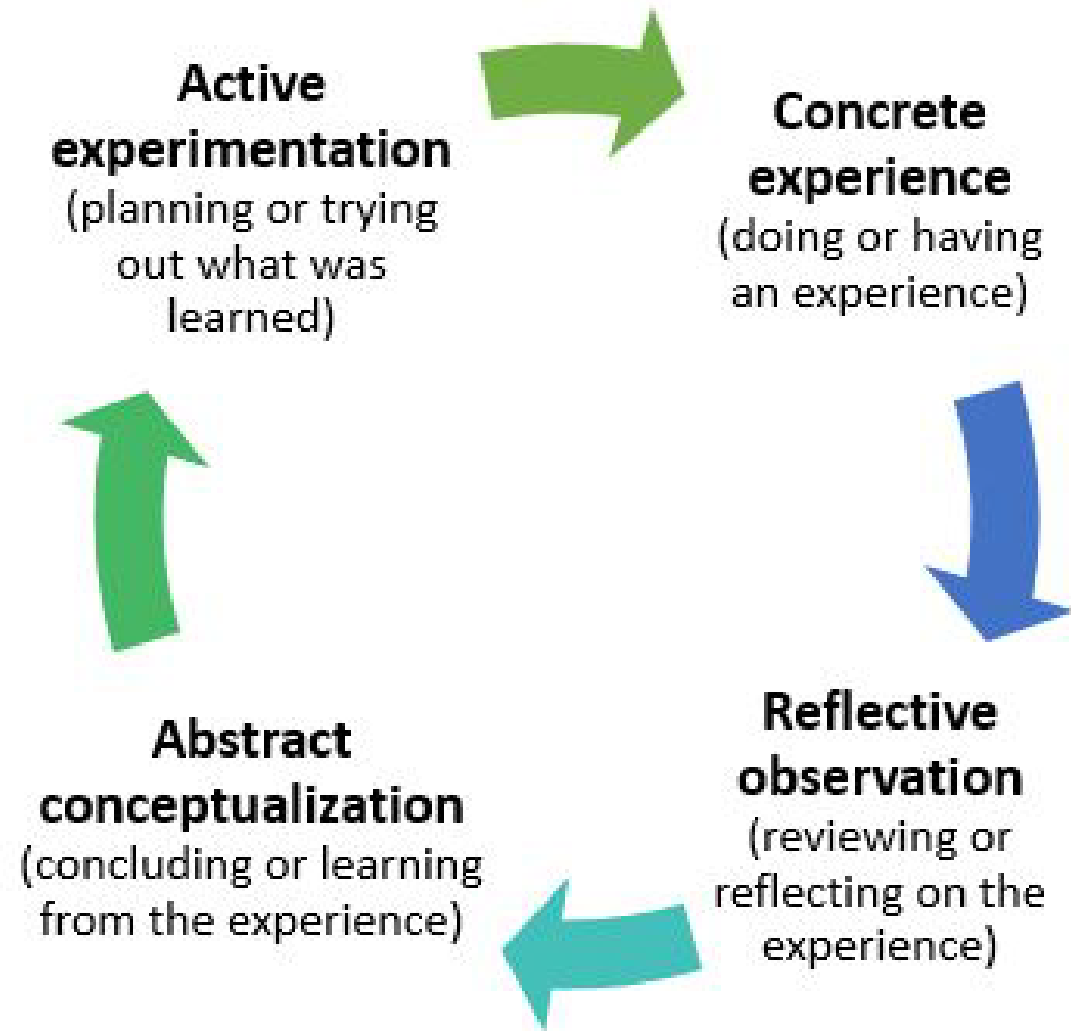
Work Based Learning Definitions, Models and Theories



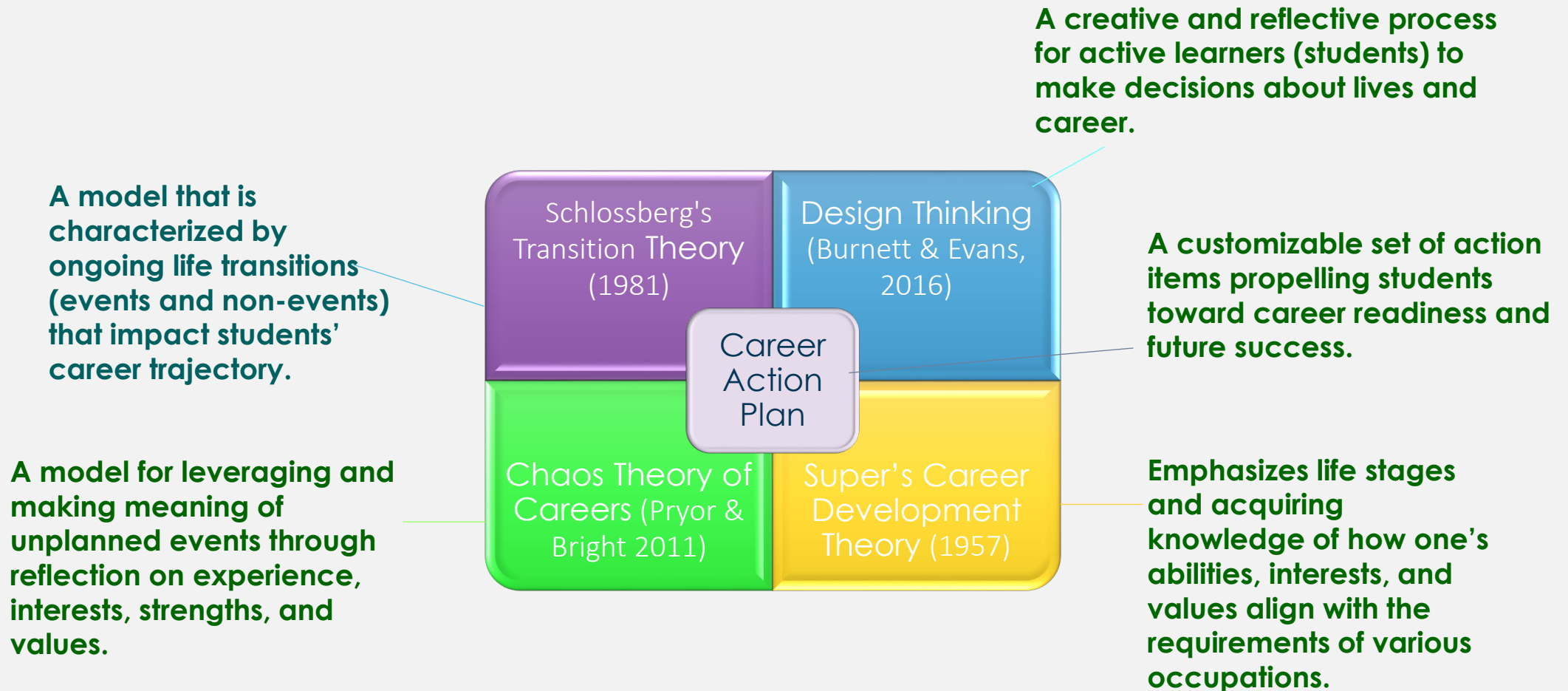
What are the key characteristics of high-quality work-based learning experiences (WBLE)?

- **Structured Learning Objectives**
 - Internships are designed with specific learning objectives and goals that align with the student's academic program or career aspirations.
- **Supervised Experience**
 - Internships are supervised by professionals within the organization who provide guidance, mentorship, and feedback to the student throughout the experience. This is key!
- **Hands-on Training**
 - Internships involve active participation in workplace tasks, projects, and responsibilities that allow students to gain practical experience and develop relevant and priceless skills.
- **Integration of Theory and Practice**
 - Work-based learning experiences bridge the gap between academic learning and real-world application by allowing students to apply theoretical concepts learned in the classroom to practical situations in the workplace.
- **Professional Development**
 - Internships provide opportunities for students to develop professional skills and competencies, such as communication, problem-solving, teamwork, and time management.
- **Networking and Career Exploration**
 - Internships offer students the chance to network or build a network with professionals in the field.

Kolb's Experiential Learning Applied to Work-Based Learning



ODU Career Conceptual Model



K-12 Applications

8 strategies for districts looking to add or expand internship programs

Data suggests while 79% of high schoolers are interested in work-based learning experiences, just 34% know of opportunities.

Published Dec. 5, 2022

By Elena Ferrarin
Contributor



A high school internship can help students learn how professional environments operate, gauge their interest in different careers, and begin tackling real-world problems *fizkes via Getty Images*

Applying Kolb's Learning to K-12 Education

Concrete Experience: Internships provide students with direct, hands-on experiences in real-world work settings or simulated work environments. They engage in tasks, projects, and responsibilities that allow them to apply their classroom learning to practical situations. Through these concrete experiences, students develop new skills, gain insights into their strengths and areas for growth, and deepen their understanding of academic concepts in a real-world context. These experiences may occur over a summer, a shorter immersive “break” experience or over an entire academic year.

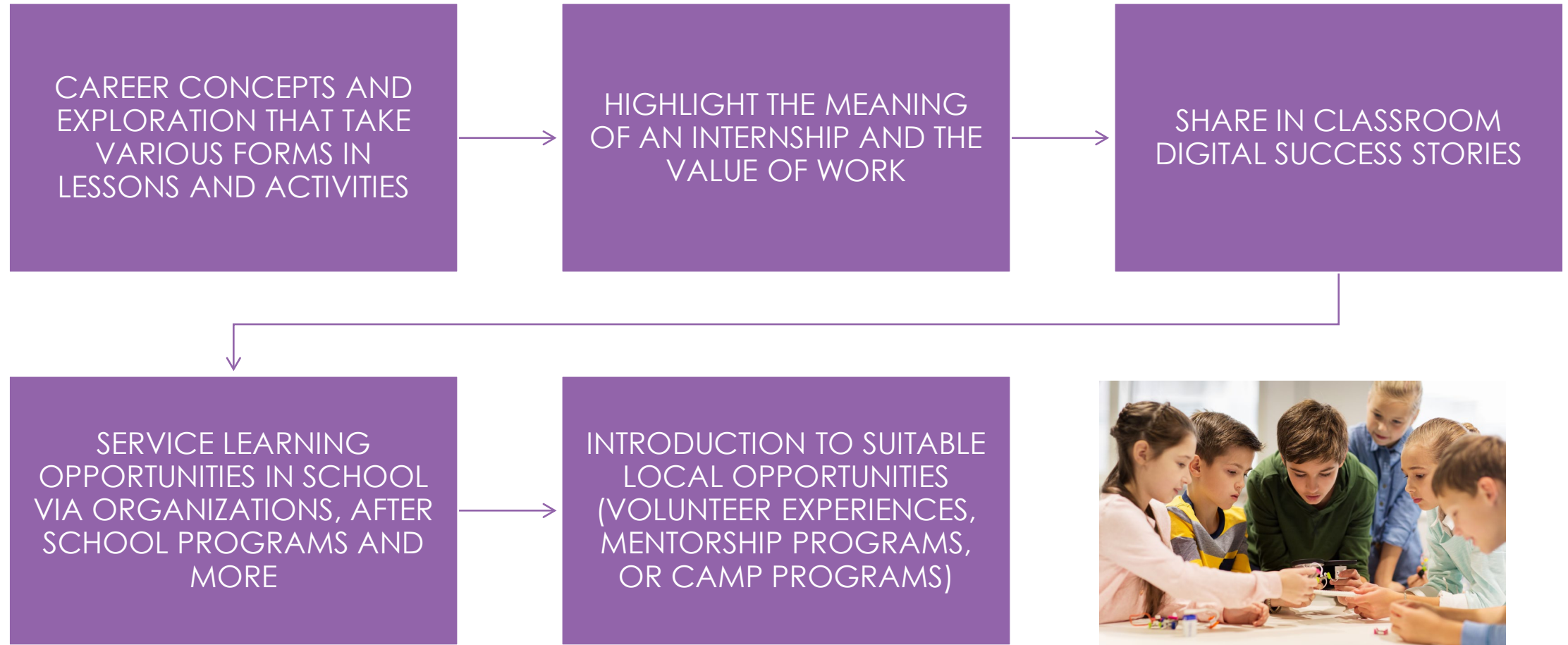
Reflective Observation: Upon completing their WBLE, students engage in reflective observation, where they critically analyze and reflect on their experiences. This involves considering what they have learned, how they have applied their knowledge and skills, and what insights they have gained about themselves and their career interests. Reflection encourages metacognition and helps students make connections between their internship experiences and their academic learning.

Applying Kolb's Learning to K-12 Education

Abstract Conceptualization: Internships provide opportunities for students to make connections between their concrete experiences and abstract concepts learned in the classroom. For example, a high school student can identify the transferable skills they acquired during their internship, such as communication, problem-solving, teamwork, and leadership. They can reflect on how these skills are relevant not only to the specific tasks they performed during their internship but also to future career opportunities.

Active Experimentation: Finally, students engage in active experimentation, where they apply the insights and knowledge gained from their internship experiences to new situations or challenges. They may use their internship experiences to inform future school projects, career decisions, or personal goals such as an Eagle Scout or Girl Scout Gold Award. This active experimentation fosters continued growth and development beyond the internship experience itself.

Exposure for Younger Students



Opportunities for Older Students



Community
Service Internships



Mentorship
Programs



Junior Counselor or
Camp Counselor
Internships



Library Internships



Animal Shelter
Internships



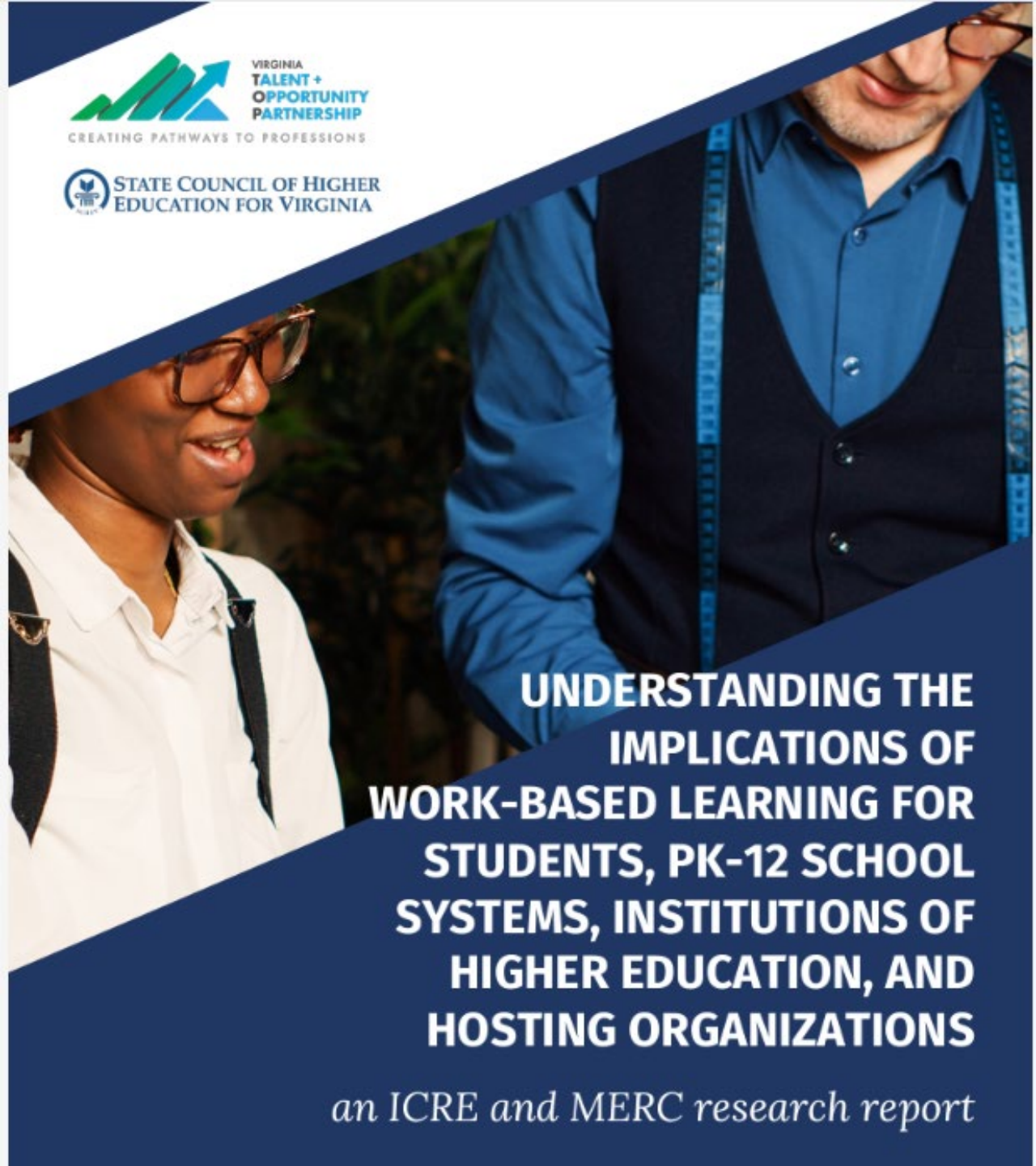
Arts and Cultural
Internships



Local Business
Internships



Hospitality and
Tourism Internships



**UNDERSTANDING THE
IMPLICATIONS OF
WORK-BASED LEARNING FOR
STUDENTS, PK-12 SCHOOL
SYSTEMS, INSTITUTIONS OF
HIGHER EDUCATION, AND
HOSTING ORGANIZATIONS**

an ICRE and MERC research report

2023 Research

<https://virginiatop.org/wp-content/uploads/2023/11/Understanding-the-Implications-of-Work-Based-Learning-for-Students-PK-12-School-Systems-Institutions-of-Higher-Education-and-Hosting-Organizations.pdf>

Access to WBL in PK-12 settings is largely dependent on **how effectively staff are trained in its implementation, the degree to which PK-12 school systems can establish partnerships with hosting organizations, the breadth and consistency of communication about WBL opportunities, and the degree to which funding is available to support them.**

- The quality of WBL in PK-12 settings **is built on the quality of mentoring relationships formed between students and their supervisors, the degree to which the experiences are connected with school curricula, and the opportunities available for hands-on, real-world learning.**
- The **outcomes** of PK-12 students participating in WBL include **satisfying graduation requirements, developing skills needed by employers, improving college preparedness, and potentially even higher lifetime earnings.**
- PK-12 institutions may benefit from WBL by fulfilling an **in-demand need for the families they serve**, fostering mutually beneficial relationships with partnering organizations and institutions of higher education, expanding Career and Technical Education course offerings through real-world application, and fostering potential employment pipelines for graduates.
- Challenges or barriers associated with WBL in PK-12 settings **include access to reliable transportation to and from the work site, deficits in skills required by employers, time constraints during the school day, and liability concerns.**
- **Equity considerations** for WBL in PK-12 include the particular potential benefits of participation for low-income students, the opportunity for members of underrepresented groups to learn from someone from their backgrounds in a work setting, and potential misconceptions by employers about participation in WBL by students with disabilities.



John Dewey: "We do not learn from experience ... we learn from reflecting on experience."

Common Reflective Assignments

Here are some common reflective assignments that faculty might use:

Journal Entries

Students maintain a journal throughout their internship, documenting their daily experiences, observations, thoughts, and feelings. Schools may use online platforms or learning management systems to facilitate reflective assignments. Students can post reflections, comment on each other's posts, and engage in online discussions about their internship experiences.

Reflective Essays

Students write reflective essays that explore specific aspects of their internship experience, such as their role and responsibilities, skills developed, lessons learned, and impact on their academic and career goals. They may use prompts or guiding questions to structure their essays.

Common Reflective Assignments

Presentations or ePortfolios

Students create a presentation or eportfolio that showcases their internship experience. This may include samples of their work, photographs, reflections, and testimonials from supervisors or mentors. They present their portfolio to their classmates, teachers, or a panel of judges.

Group Discussions/Socratic Seminars

Students participate in group discussions or seminars where they share their internship experiences, discuss common themes and challenges, and offer feedback and support to their peers. Students may participate in Socratic seminars where they engage in open-ended discussions about their internship experiences. They ask questions, explore different perspectives, and analyze the ethical and social implications of their work.

Resources for Educators



Survey Your Landscape: Gap Analysis
Creating and Expanding Networks: Public and
Private Partnerships
National and State Resources

Survey Your Landscape: Gap Analysis

- Where is your school, program or course at right now? Getting buy-in from top administrators is a critical factor for success of an internship program.
- Pre-Internship Preparation- how do students arrive to you?
 1. Status of career exploration upon arrival?
 2. Status of Resume Building?

Survey Your Landscape: Gap Analysis

- Conduct a SWOT analysis to identify the strengths, weaknesses, opportunities, and threats associated with your school and internship programs.
- Identify performance gaps by comparing the current state of your school and internship programs to desired objectives and industry standards. Identify any discrepancies or performance gaps between the two. Consider:
 - ❑ Skills and competencies students need for success in internships and careers
 - ❑ Availability and accessibility of internship opportunities
 - ❑ Effectiveness of internship placement processes
 - ❑ Adequacy of support services and resources for students and employers
 - ❑ Alignment of curriculum with industry needs and emerging trends

Building and Maintaining Your Connections

- Identify your stakeholders involved in or affected by your school and internship programs. This may include students, parents, teachers, school administrators, internship coordinators, employers, and community organizations. Consider their perspectives and input.
- Reach out to local businesses, organizations, and community leaders to establish partnerships for internship program. Attend networking events, join professional associations, and leverage existing relationships to connect with potential partners. Highlight the benefits of participating in the program for both students and employers.

Building and Maintaining Your Connections

- If need be, start small, be creative and master the “pilot” process. **This is great capacity building.** When there is a successful pilot with an organization, more partners will come to you.
- Great partners include: your local Chamber of Commerce, VA Chamber of Commerce, VA Asian Chamber of Commerce, VA Hispanic Chamber and your college and university partners like ODU to name a few!



OLD DOMINION
UNIVERSITY



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

RESOURCES



July 25 Virginia Intern Day!

Becoming a Career Champion

Faculty, staff, and educators will develop skills and practices to become a champion for students' career success through effective mentoring, guidance, and fostering a culture of career readiness within post-secondary education institutions.

Created by the [Virginia Talent + Opportunity Partnership](#), a program jointly administered by the [State Council of Higher Education for Virginia](#), [Virginia Chamber Foundation](#) and [Virginia Business Higher Education Council](#).

Learning Objectives

Target Audience: Faculty, staff, and educators at post-secondary institutions.

- ✓ Develop skills and practices necessary for providing effective guidance to students in their career paths.
- ✓ Enhance mentoring abilities to support students' career success.
- ✓ Foster a culture of career readiness within post-secondary education institutions.



FREE Enrollment

Email *

School or Organization email is preferred.

[Enroll Now](#)

Course Type: Self-Paced

Course Dates: Open Enrollment

Duration: Ongoing

Commitment: 6-8 hours

Requirements: None



**Empowering
Encouraging
and Elevating**

Our communities, families, schools and workplaces all benefit when young people have access to a caring mentor.

Get Involved →

National and State Resources

Akamai Foundation, K-12 STEM Grant

Website: <https://akamaifoundation.com/>

Association for Career and Technical Education (ACTE)

Website: <https://www.acteonline.org/>

CareerOneStop

Website: <https://www.careeronestop.org/>

InRoads

Website: <https://inroads.org/>

National Academy Foundation (NAF)

Website: <https://naf.org/>

National Association of Manufacturers (NAM)

Website: <https://www.nam.org/>

National Association of State Directors of Career Technical Education Consortium (NASDCTEc)

Website: <https://careertech.org/>

National Association of Workforce Boards (NAWB)

Website: <https://www.workforceboard.org/>

National Center for Construction Education and Research (NCCER)

Website: <https://www.nccer.org/>

National FFA Organization

Website: <https://www.ffa.org/>

Virginia Ed Strategies

Website: <https://virginiaedstrategies.org/about-us/>

The Virginia Talent + Opportunity Partnership (Virginia TOP)

Website: <https://virginiatop.org/>

YouthRules!

Website: <https://www.youthrules.gov/>

Contact Information- Let's partner together!

- Call 757-683-JOBS
- Let's Connect:
[https://www.linkedin.com/in/d
r-barbara-blake-90831142/](https://www.linkedin.com/in/dr-barbara-blake-90831142/)
- Email: internship@odu.edu
- Visit: www.odu.edu/internship



Questions?