WHAT IS THE INTERNSHIP PROGRAM? The two fold mission of the internship program is to provide a learning experience for students and help businesses and industry meet a need for a para-professional. Students integrate classroom theory with practical work experience with practical, paid work in business industry, cooperatives or government agencies, while providing useful service to an employer. Students need and want the advantage of having work experience before graduation.

The period of time the internship includes is flexible. However, one semester is a reasonable length of time. Credits and a salary are received. The number of hours of credit received will depend on the total number of hours completed. The internship provider sets these guidelines when the position announcement is released, however, some aspects of the terms may be negotiated.

WHY SHOULD YOU PROVIDE INTERNSHIPS?

TO SAVE TIME AND MONEY! As an employer, you make a big investment every time you hire a full-time career employee. Recruiting and training costs you time and money. Also, it probably takes a year or more to determine if that person is an asset to your company.

Internships provide an alternative -- you can pre-screen potential employees through the internship program. While interns work for you and gain valuable experiences, you can observe them and determine how they might fit into your company.

**Other advantages of hiring student interns include:**

*Interns are generally well motivated and productive employees.*

*Intern students can be utilized as temporary para-professionals -- freeing others for more creative work.*

*You can identify, train, and evaluate students who may, upon graduation, seek to become career employees with your company, without obligation toward long term, costly, commitments.*

*You have the ability to work closely with and influence University curriculum by having interns.*

Employers whose needs are to have year round coverage of a position may wish to consider alternating two interns or several interns. In this way, both students and employers will be obtaining optimum value of these programs. Remember, Agriculture is a broad and highly scientific field and students need practical experience along with classroom studies to enhance their work in the future.
TO BE CONSIDERED A QUALITY INTERNSHIP THE EXPERIENCE MUST:

* reflect experiences related to the student's program of study and career goal.

* state the competencies to be gained in the internship agreement and the experiences which will achieve those goals.

* be supervised by an ASU, COA faculty member and by an employer representative on site.

* consist of experiences that have not, nor can not be gained in courses at ASU, but would support the knowledge gained through the degree program.

* not include activities which would be considered non-professional, entry level, repetitive tasks/busy work or grunt work.

* include a reasonable rate of pay for the work since the intern is providing services and is seeking real life experiences.

* set the expectation that this is a professional experience and the intern is to fulfill his/her work obligation as a professional. This would include appropriate dress, a good work ethic, mutual respect between employer and intern and a realization that this is a learning experience.

STUDENT ELIGIBILITY

A student is eligible to participate in the Internship Program if he/she meets the following criteria:

1. Has completed the freshman year (28 hours)

2. Possesses and maintains a 2.5 minimum cumulative G.P.A.

3. Obtains approval from the Internships Committee, faculty advisor and the Dean of College of Agriculture.

4. Is employable (i.e. possess good work ethic, holds a valid work permit if not a U.S. citizen, etc.).

5. Transfer students become eligible upon completion of one full-time semester (12 hours) at ASU if all other eligibility requirements are met.

For more information on how you can get involved contact:

Dr. Keith Rogers, Dean
Arkansas State University
College of Agriculture
P.O. Box 1080
State University, AR 72467
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