**Feasibility of CSUN Internship Graduation Requirement**

**Prepared for:**   
Professor DeGraffenreid

**Prepared by:**

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**Memorandum**

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| **To**: | Professor DeGraffenreid |
| **From**: | Gabriel Sturtevant |
| **Date**: | May 2, 2016 |
| **Subject**: | Feasibility Report for Internship Graduation Requirement |

Enclosed is the study I conducted to determine the feasibility of implementing a school wide requirement to have an internship completed by the end of your senior year in order to be eligible for graduation from California State University of Northridge.

I believe that it will be in the best interest oi the graduating students to complete an internship in their chosen major field. Also, I believe that this requirement can be implemented with minimal cost to the student body or the university by utilizing existing university infrastructure. By implementing this requirement, the university will be ensuring that graduating students look better to employers, which in turn will reflect positively on the university.

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# **Executive Summary**

This report explores the feasibility of California State University of Northridge changing its graduation requirement for all students to include a completed internship for an establishment in the field of their chosen major. The research conducted focused on whether requiring an internship would be generally beneficial for students after they graduate and whether or not the university could afford to implement such a sweeping changing to their graduation requirements. Taking these factors into consideration, I looked at the potential impact of implementing such a plan, and determined that with the use of the universities preexisting facilities, the cost and overhead of the university, the students, and the organizations wishing to take part can be minimized. Given the benefits of this program, and the minimal cost of organization and implementation, California State University of Northridge should implement required internships for all majors.

# **Feasibility Study**

## Introduction

This study examines the feasibility of introducing a new graduation requirement. This graduation requirement would require that all students finish an internship with a company or organization in their major field. This report will cover the following:

1. The history of the problem of work experience
2. The advantages of implementing required internships
3. The disadvantages of implementing required internships
4. Methodology of implementation
5. My conclusions and recommendations

## History

The current state of the economy is such that if you try to enter the job market without a college degree, you have very little hope of securing a decent, well-paying job. With a college degree, your chances improve, but not by much. This study was inspired by the fact that most jobs require that employees already have a certain amount of experience in order to get entry level jobs, but in order to get the necessary experience you have to get a job. The most obvious route to fixing this issue is to find a way that students can get experience while in school, but do it in such a way that the companies and organizations that take part in the program are not going to be put in an unfavorable situation.

With the increasing globalization that modern students are faced with, it has become more important than ever before to make connections in industry and to have a skill set that causes an individual to stand out among all of the other resumes that companies receive. At one point in time, you were able to show up at a job site and demonstrate your knowledge and capabilities. Today, almost all companies require you to submit a resume digitally, and therefore, it has become extremely difficult for a recent graduate to acquire a skill set that is notable enough to warrant a company investing in training that graduate in the common commercial practices of their field.

If students were able to take on an internship before graduation, not only could they learn the real world experience that is so important to have when trying to get a job after graduation, but they will also make connections in industry that know the students' abilities and can vouch for the student when they apply to future job positions.

## Advantages

--NEEDS EXPANSION/FOCUS-- There are multiple advantages to requiring an internship for graduation, not only to the graduating students, but also for the universities that those students graduate from.

The university will benefit from having alumni that become successful upon entering the job market. With more students doing well, the acclaim and prestige of the university will increase and the school will look more tempting for potential new students. This will also allow for the school to receive more grants that will allow the cycle to repeat and ultimately provide the best possible learning experience for the students of CSUN.

With the integration of required student internships, CSUN graduates will be able to look forward to increased opportunities for employment.

## Disadvantages

--NEEDS EXPANSION/FOCUS-- With all good things, there also come some disadvantages. Some of these include, a potential for increased cost to the student and the school. Some companies and organizations may cause some trouble with what they expect from student interns. Student backgrounds could cause difficulties. State regulations could be a hurdle. Some students may not be able to find an internship in their field. Some students may be forced to take unpaid internships.

**Methodology of Implementation**

--NEEDS EXPANSION/FOCUS-- CSUN could act as a facilitator between students looking for an internship position and employers looking to hire interns. Employers could be put at ease if the students could have an official background check on file with the university. To avoid the high costs of private background checks, the university could provide subsidized background checks through the campus sheriff's office. That way, the only cost the student would incur would be the cost of materials used and cost of the small amount of time the officers would spend doing identity verification and a computer query. CSUN could also use the bright minds and new ideas of its students by giving out internships for students to work on campus in the department that is most related to their field of study.

## Conclusions and Recommendations

--NEEDS EXPANSION/FOCUS-- Should CSUN require all students to complete an internship in order to graduate? Their are minimal risks to either CSUN or the student body by implementing a plan like this. There are also many avenues that can be explored that will allow for minimizing the hardships that could face either the students or the university.

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