

## Berry College - Student Work Experience/Internships - definitions

### **Student Work Experience - On Campus**

Student work positions provide students with meaningful work experiences, allowing them to explore skills and areas of interest that prepare them for success. Students are expected to learn, and demonstrate competencies including initiative taking, problem solving, team work, customer service, accountability, and dependability. Through Berry's developmental model with levels 1-5, students are charged with increasing leadership responsibilities and encouraged to help achieve institutional goals.

### **Student Work Experience - Community & Industry**

Working with vetted, and like-minded external partners, Berry students participate in local or virtual work positions to support a company or organization who has entered into an agreement with the institution to align with the learning outcomes and processes of the on-campus student work experience program. Pay scale, evaluations and policies are in concert with the on-campus program.

### **Internships**

An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent. (*National Association of Colleges and Employers*)

#### **Academic Internships**

Academic internships are carefully monitored work or service experiences in which students have clear learning goals, and actively reflect on what they are learning. Students' requests for academic credit are processed by the Career Center, involve a supervising faculty advisor, and approved by the Provost in order to receive academic credit. Most academic internships are off-campus, however a few exceptions exist with on campus academic internships.

Internships can be paid or unpaid. Berry encourages external employers to pay students and/or support them with housing subsidies when possible. (some exceptions for funded experiences)

Students cannot be paid to participate in an internship while working in the same organization as their student work experience position (either on campus work or Community and Industry Work.)

#### **Non-academic internships**

Students self select and experience a variety of opportunities generally referred to as 'internships'. It is important to note that these are not student work experience positions (on campus or Community & Industry Work program positions). Students are encouraged to inform the Career Center of non-academic internship experiences for tracking purposes.

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Students cannot be paid to participate in an internship while working in the same organization as their student work experience position (either on campus work or Community and Industry Work.)