Defining a High Quality Internship

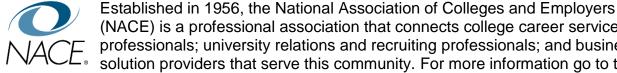
National Association of Colleges and Employers (NACE)

San Diego Community College District (SDDCD) is aware of the important role employers play in the success of a student's work experience, regardless if it is a paid or unpaid internship. To support the employer in this success, SDCCD follow's the National Association of Colleges and Employers (NACE) criteria for a legitimate internship.

NACE Criteria for a Legitimate Internship¹:

- 1. The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
- 2. The skills or knowledge learned must be transferable to other employment settings.
- 3. The experience has a defined beginning and end, and a job description with desired qualifications.
- 4. There are clearly defined learning objectives/goals related to the professional goals of the student's academic coursework.
- 5. There is supervision by a professional with expertise and educational and/or professional background in the field of the experience.
- 6. There is routine feedback from the experienced supervisor.
- 7. There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.

The SDCCD encourages employers to review the NACE criteria carefully in order to become more familiar with the importance of their role.



(NACE) is a professional association that connects college career services professionals; university relations and recruiting professionals; and business solution providers that serve this community. For more information go to the

NACE website at: http://www.naceweb.org/about-us/advocacy/position-statements/positionstatement-us-internships/