



## **Defining a High Quality Internship**

### **National Association of Colleges and Employers (NACE)**

San Diego Community College District (SDCCD) 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 follows the National Association of Colleges and Employers (NACE) criteria for a legitimate internship.

#### **NACE Criteria for a Legitimate Internship<sup>1</sup>:**

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.



Established in 1956, the National Association of Colleges and Employers (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.nacweb.org/about-us/advocacy/position-statements/position-statement-us-internships/>

<sup>1</sup>A DEFINITION AND CRITERIA TO ASSESS OPPORTUNITIES AND DETERMINE THE IMPLICATIONS FOR COMPENSATION." *Position Statement: U.S. Internships*, Aug. 2011, [www.nacweb.org/about-us/advocacy/position-statements/position-statement-us-internships/](http://www.nacweb.org/about-us/advocacy/position-statements/position-statement-us-internships/)