




THE UNIVERSITY OF  
MELBOURNE

*Pros!*  
The Pros and ~~Cons~~ of offering  
an internship subject

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All STEM students should have the opportunity to gain meaningful experience in industry, integrated into their courses, for credit

It all sounds great but....

All STEM students should have the opportunity to gain meaningful experience in industry, integrated into their courses, for credit

My staff are already too stretched to take this on...

It's so complicated and will take too much time and effort. There are too many more pressing priorities to worry about right now

I'm sure someone somewhere in our Faculty has some industry dude in to speak to the students about careers...surely this is enough?

## Science & Technology Internship subject: 2013

- 1 semester long, elective, in the BSc, BBiomed, BEnvS.
- 8 hours of pre-placement classes
  - Goals, expectations, concerns
  - Myers Briggs, Assertiveness, making a good first impression
  - Project management, organisational structures, communication
  - ...etc (ie., preparing students to observe and be aware of the workplace)!
- 80-100 hours of placement (hurdle requirement, checked at the end of semester)
- Assessment:
  - 2000 word Case study "information" interview: pros and cons of the job, pathways, explicit and unwritten 'requirements' of the role, societies/networks...
  - 10 minute presentation (reality vs expectations, lessons learned...)
  - 2000 word essay: translation of Uni experience into the workplace and vice versa

**Students should find their OWN placement...don't match-make**

- authentic experience of finding work
- if they are disappointed it's not your fault!

## Yes, it's a bit complicated...

Student support: help with CV's, database searches, cold calling...

Legal support: for Legal Agreements (e.g, IP), Student Deed Polls

Academic support: Presentation of lectures, assessment, student guidance

Industry liaison/support: follow-up, point of contact for organisations, student enquiries, approaches from organisations

## Work smarter!



## A few FAQs...

What? Unpaid (although some want to pay something)

Who?

- Late 2<sup>nd</sup> yr/3<sup>rd</sup> year (MSc from 2016)
- Local and international
- NOT just the elite...the driven!

When?

- Semester 1, Semester 2, Summer (intensive)...flexibility!

Where?

- In/around Melbourne/Victoria
- Interstate (WA, NSW, ACT)
- Overseas (reverse CP; volunteer programs)

What employers want: workplace ready ≠ work experience

- Data being collected from Case Study assignments

## Pros for students

*"...at Uni it's all about answers, but in the workplace it's about solutions (and there are often many different options to consider)"*

*"...I thought a strong CV was all about getting great grades and some work experience...but my boss commented that I am naturally good at client negotiation and communication, something they consider equally important"*

*"...I never considered confidence to be a soft skill that could be learned, but during my internship I learned how to identify my own strengths and weaknesses, as well as those in others. I gained so much confidence in myself"*

*"...I'm still not sure what I want to do, but I have learned a lot about myself; I'm good at multitasking, showing initiative, and I'm quick to learn new things"*

*"Don't tell anyone but I believe that SCIE30002 is the most useful subject that we have at Uni! :)"*

*"I got the job!!"*

## Pros for host organisations

*"...you may not remember me, but you taught me when I was an undergrad at Melbourne....I wish this subject had been available when I was a student!"*

*"...x (intern) was fabulous. A senior role became vacant, but we have re-scoped it to encourage her to apply. Frankly we all thought y, who'd been with us for years would get the job, but x interviewed so well. She came armed with a workflow plan she's keen to implement, had really done her homework, and is clearly genuinely enthusiastic about working with us."*

*"If you keep a database of host organisations, please add us to the list. We are very keen to have more of your students as interns into the future."*

*"We've been coming to Melbourne's career fairs for years trying to interest students in our organisation...this subject has finally broken the ice."*

## Pros for us!

- New connections with organisations (potential for deeper relationships such as research partnerships, networking events, other WIL programs...not just internships)

*Students are helping our Industry liaison team build industry contacts*

- Students have re-connected us with our alumni

*Students are helping our alumni team*

- The subject brings academic and professional staff together in new and powerful ways; the workload is distributed

*Students are helping us all meet our KPIs, and value the expertise each of us contributes*

*...and I've learned a great deal about what we think we teach and what students experience!*

So yes, it's a lot of work but it's not necessarily extra work!



...student internships can actually contribute to key priorities for your faculty