ASSESSABLE OUTCOME
CSUF students who complete paid internships will develop verbal communication, written communication, time management, computer/technical, and leadership skills as a result of their experience.

Employers who hired these CSUF students will be highly satisfied with the performance of the student they hired.

OUTCOME SUPPORTS
☑️ University: Goal 2
☑️ Division: Goal 1
☐ Department: __________________
☐ Other: __________________

ASSESSMENT APPROACH
☑️ Direct assessment
☐ Indirect assessment
☐ Both direct and indirect assessment

DATA COLLECTION TIMEFRAME
July 1, 2014 – July 31, 2014

OUTCOME TYPE
☑️ Performance Outcome
☑️ Student Learning Outcome

DATA COLLECTION METHODS
• Survey

METHODS AND MEASURES
Baseline survey of employers listing paid internships with Career Center in 2013-14, with focus on the learning outcomes associated with the student experience.

CRITERIA OF SUCCESS
• At least 90% of participating employers will be "highly satisfied" or "very satisfied" with the overall performance of the paid student interns they hired from CSUF.
• At least 50% of the employers will report that students gained time management, verbal communications, computer/technical, leadership, and written communication skills while completing their paid internships.
DATA COLLECTION AND ANALYSIS
The survey documented 711 students hired by off-campus employers during 2013-14, who earned $4,794,824.80.

- Based on these results, we estimate that over 2000 students earned over $14 million from the positions listed in our system during 2013-14.
- Employers remained highly satisfied with the performance of the students they hired, and continued to report significant learning outcomes from the students they employed.
- 91% reported they were “very satisfied” or “moderately satisfied” with student’s overall performance, for a mean of 4.41 on a five point scale, with 5 being “very satisfied.”
- 75% reported that students gained time management skills a “great deal” or “considerably,” within a mean of 4.00 on a five point scale, with 5 being “a great deal.”
- 71% reported that students gained verbal communications skills a “great deal” or “considerably,” within a mean of 3.93 on a five point scale, with 5 being “a great deal.”
- 63% reported that students gained computer/technical skills a “great deal” or “considerably,” within a mean of 3.76 on a five point scale, with 5 being “a great deal.”
- 58% reported that students gained leadership skills a “great deal” or “considerably,” within a mean of 3.61 on a five point scale, with 5 being “a great deal.”
- 57% reported that students gained written communication skills a “great deal” or “considerably,” within a mean of 3.65 on a five point scale, with 5 being “a great deal.”

IMPROVEMENT ACTIONS
A follow-up survey to be administered in July 2015 will provide a comparison with this year’s information. The improved economy and expansion of employer outreach, focused on paid internships, should increase the volume and total wages earned by students in the upcoming academic year.