

Internships - State-wide Model and Best Practices

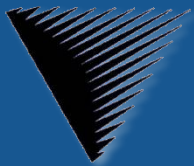
**Mary Sandy, Director
Virginia Space Grant Consortium
Mid-Atlantic Region Space Grant Meeting
September 12-14, 2019**



Internships – a key VSGC Program focus



- Approximately **7,500** students placed in paid internships with NASA, other federal labs and industry.
- Developed and managed NASA's Undergraduate Student Research Program and managed the NASA Langley Aerospace Research Student Scholars Program among others.



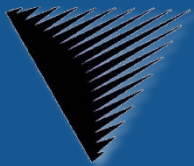
Value Proposition



- Real world training and knowledge application for intern; training potential employee for company.
- Professional networking/exposure to field of choice.
- Hone soft skills - confidence building, teamwork, communication.
- Make students more competitive for post graduation job market.
- For Federal Labs, part of mission to help ensure future STEM workforce.
- Students bring fresh energy and cutting-edge ideas.



*Networking Event at
Career Enhancement
Seminar*



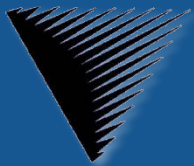
A Bit of History



- Desired for years to establish an internship program supporting Virginia's workforce and economic development.
- First couple attempt for funding from the Virginia General Assembly beginning in 2009 were not successful.
- Request for funding in 2012 legislative session was successful because of strong support from the Virginia Secretary of Technology and one powerful legislator.



*Jerlyn Allen, Army
Veteran Cybersecurity
Intern at MI
Technical Solutions
who has been hired.*



A Bit More History

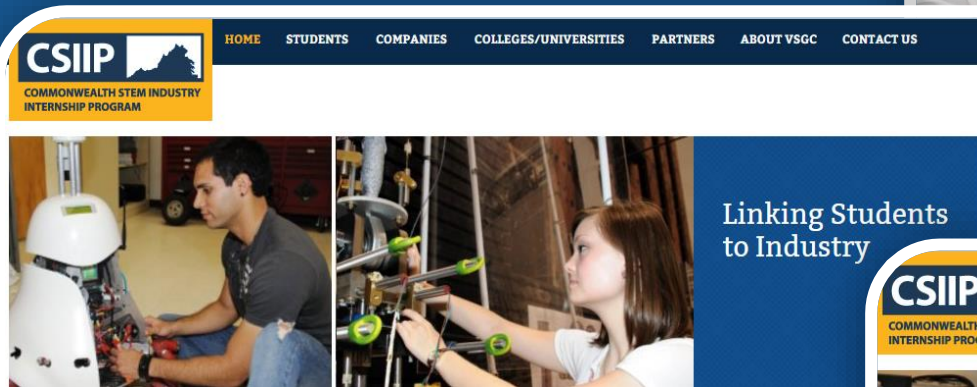
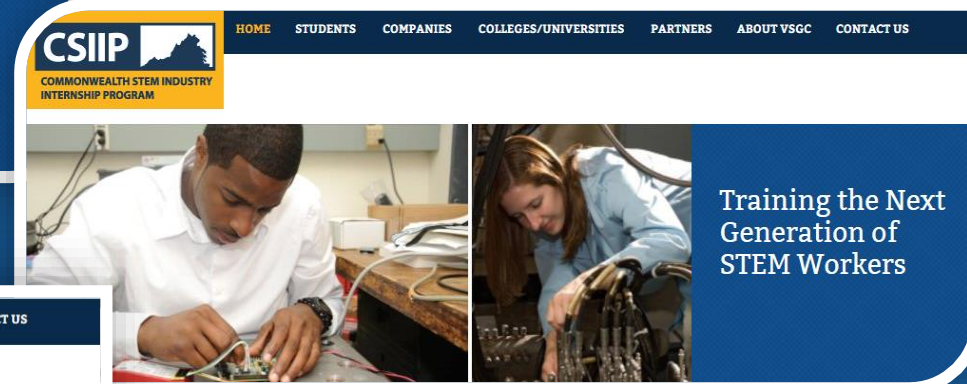


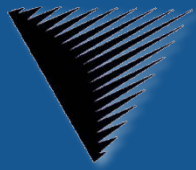
- Obtained funding from the Commonwealth of Virginia General Assembly for \$300K per year.
- State funding covers staffing, online system, travel and some intern sponsorships.
- Worked with Mark Fischer and the National Space Grant Foundation to design a statewide, one-stop centralized, *highly searchable* online database system.
- The system accommodates both student applications and company registrations.



*Ayanna Smalls,
CSIIP/STF
Intern, NASA*

CSIIP began 2013!

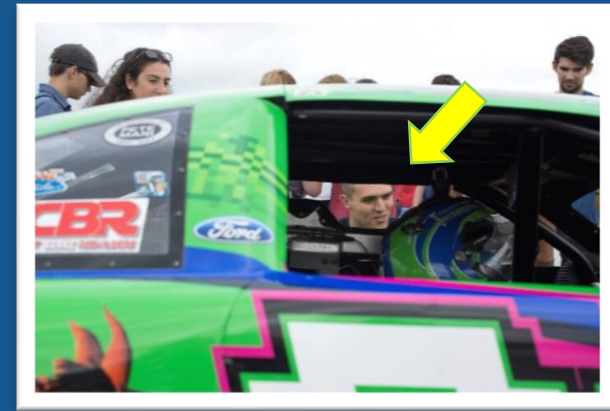




Commonwealth STEM Industry Internship Program (CSIIP)



- VSGC state funded program supported by the Governor's Office.
- **FREE** service to undergraduate students and companies.
- Averages **600-1,000** undergraduate applicants including recent graduates.
- Supports ALL STEM majors (2-year, 4-year, and select high needs certificates).
- Connects Virginia companies to Virginia STEM undergraduates for paid internships.
- Companies select and hire interns.

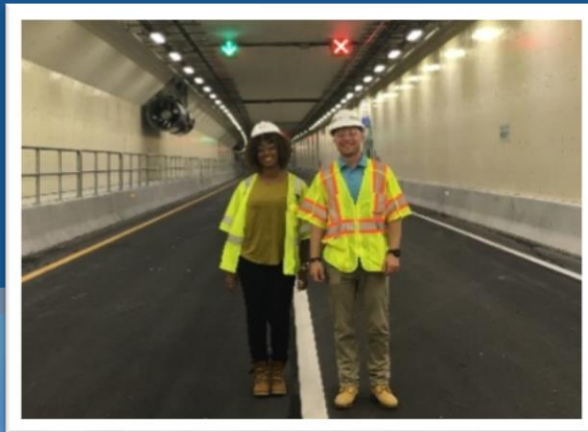


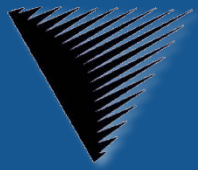
Jacobs, Inc. CSIIP Intern, Brandon Caudill, checking out a race car at Langley Raceway student night.

Commonwealth STEM Industry Internship Program (CSIIP)



- Exiting military are encouraged to participate.
- VSGC leverages close ties with all Virginia community colleges, colleges and universities via a liaison with school.
- **No Deadlines. Apply One Time.** Year-round Opportunities.
- Website has videos and other useful resources.
- Free PR and Recognition of companies and students.





Commonwealth STEM Industry Internship Program (CSIIP)

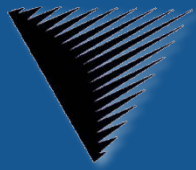


Student Eligibility Requirements

- U.S. Citizen or Permanent Resident
- 18 Years of Age
- Rising Sophomore (30 credits)
- 2.7 GPA on a 4.0 Scale
- Pursuing a STEM Major (Exclusive of Business Admin)
- Virginia Student or Virginia Resident
- Full-time or Part-time (Minimum 6 credit hours)



Note: Some exceptions made for exiting military




Commonwealth STEM Industry Internship Program (CSIIP)



The Application

- Resume
- Transcript
- 2 References
- Writing Sample with Self Introduction, Academic and Career Goals, and Experiences



The screenshot shows the 'New User Registration Information' page for the Commonwealth STEM Industry Internship Program. The page has a dark blue header with the CSIIP logo and navigation links: HOME, STUDENTS, COMPANIES, COLLEGES/UNIVERSITIES, PARTNERS, ABOUT VSGC, and CONTACT US. The main content area is white and contains a registration form with the following fields: First Name, Last Name, e-mail, and confirm e-mail. Below the form is a 'Register' button. There are also links to 'View a Sample Application' and 'View a Sample Letter of Recommendation Form'. At the bottom of the page, there is a 'Cancel' link. The footer contains copyright information for the Commonwealth STEM Industry Internship Program, which is a program of the Virginia Space Grant Consortium. It also states that the system is hosted and maintained by Education Programs Support Services, LLC, and includes a link to the EPSS Privacy Policy.

CSIIP
COMMONWEALTH STEM INDUSTRY
INTERNSHIP PROGRAM

HOME STUDENTS COMPANIES COLLEGES/UNIVERSITIES PARTNERS ABOUT VSGC CONTACT US

Commonwealth STEM Industry Internship Program New User Registration Information

Upon submitting the information below the system will immediately email you a confirmation message along with your password. Please note that the email will be from **notices@spacegrant.net**. To help reduce the likelihood that messages sent to you from this system are marked as SPAM please add **notices@spacegrant.net** to your address book. If you do not receive this confirmation email within 10 minutes please check your SPAM box, check to see if you have added **notices@spacegrant.net** to your address book, and then follow the "Reset Password" link below.

First Name:

Last Name:

e-mail:

confirm e-mail:

[Register](#)

[View a Sample Application](#)

[View a Sample Letter of Recommendation Form](#)

[Cancel](#)

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Linking Students
to Industry



Welcome to the Virginia Commonwealth STEM Industry Internship Program (CSIIP)

“According to data from the Bureau of Labor Statistics, "STEM jobs — those requiring a science, technology, engineering, or math-related degree — not only account for more than 10% of jobs in the United States; many of them pay wages close to double the U.S. average." [Forbes, July 23, 2014]

Webcasts

View and Complete Survey for \$50

Amazon Gift Card Drawing

[Governor's Press Release About CSIIP](#)

In response to the increasing demand for skilled STEM workers in Virginia, the Virginia Space Grant

Industry Register/Login

Download Company Flyer

Company Feedback

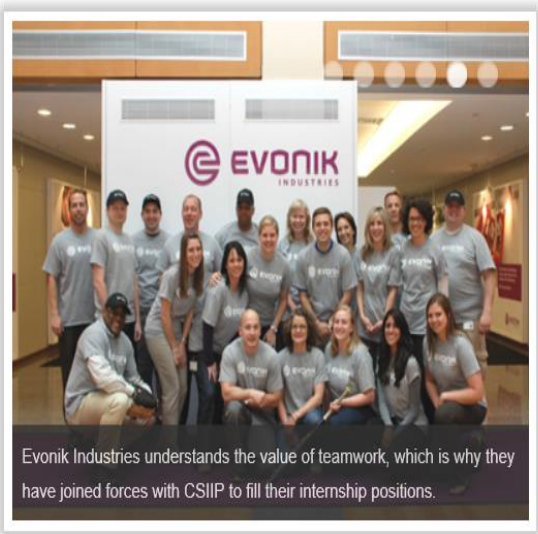


For Companies

Is your company planning to hiring undergraduate interns? CSIIP is a great way to access statewide science, technology, engineering and math talent from a single online source. Interns offer a fresh perspective on the latest technologies and can provide an ongoing source of potential future employees.

- [How CSIIP Works](#)
- [Advantages for Companies](#)
- [Company Roles and Responsibilities](#)
- [Current Participating Companies](#)
- [Student Eligibility Requirements](#)
- [Important Dates/Deadlines/Timeline](#)

19127 reads




Evonik Industries understands the value of teamwork, which is why they have joined forces with CSIIP to fill their internship positions.

ODU - Old Dominion Univ...Commonwealth STEM Ind...

https://spacegrant.net/apps/csiip/portal/

Search

Most VisitedNASA Enterprise Direc...Official MapQuest - M...Employee Web Serv



HOMESTUDENTS**COMPANIES**COLLEGES/UNIVERSITIESPARTNERSABOUT VSGCCONTACT US

Commonwealth STEM Industry Internship Program Industry Portal

Login Page

If you have already registered your organization for the Commonwealth STEM Industry Internship Program Industry Portal please login below. Otherwise please select the "New User Registration" button below and follow the new user registration instructions.

email:

Password:

Login

Click Here

New User RegistrationReset Password

Copyright © Commonwealth STEM Industry Internship Program

The Commonwealth STEM Industry Internship Program is a program of the

Virginia Space Grant Consortium

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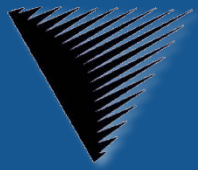


Commonwealth STEM Industry Internship Program (CSIIP)



New Company User Registration Information

- Name and Contact Information
- Company, Address, Website
- Federal and State Congressional Districts
- Two Points of Contact for Company
- Brief Company Overview
- Small Disadvantaged Business?
- Keywords for Opportunity
- Where you heard about CSIIP



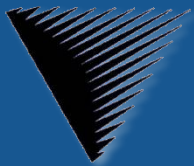
Commonwealth STEM Industry Internship Program (CSIIP)



- Staff continuously recruits new companies and STEM students.
- VSGC leverages close ties with Virginia academic community.
- Staff assistance provided in identifying students and further recruitment when necessary.
- Importance of relationship building.



CSIIP – STF Student Tour



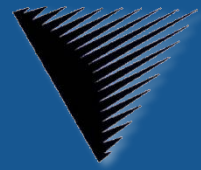
Internship Best Practices



Recognition

- CSIIP - Participating companies receive plaques signed by Governor.
- CSIIP - Students receive certificate signed by Governor.
- Recognition of company and intern through hometown press releases for interns.
- Companies and Students included in reports to Governor and legislators
- Student's college or university notified of all placements.
- Recognize supervisors/mentors for their contributions.



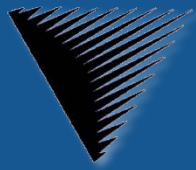


Commonwealth STEM Industry Internship Program (CSIIP)



New Internship Opportunities for high needs technical areas (Also open to those pursuing certifications):

- *Aviation Maintenance* in partnership with the Aviation Institute of Maintenance.
- *Cybersecurity* in Partnership with the Hampton Roads Cybersecurity Alliance and others.
- *Mechatronics* in Partnership with the Southern Virginia Higher Education Center.
- *Geospatial Technology* in partnership with NASA contractor – Midland.



Commonwealth STEM Industry Internship Program (CSIIP)



Impacts:

- Total Placements to date: **568**
- Aviation and Aerospace Placements: **168**
- Cybersecurity Placements: **155**
- Current Registered Companies: **240**
- Current CSIIP Partners: **22**



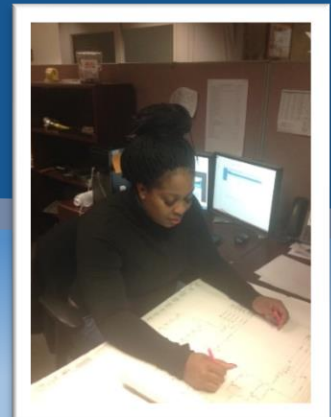
*Sentara and Jacobs managers
Sharing experience on CSIIP panel*

Funded or Subsidized Projects where CSIIP is the internship avenue of choice:

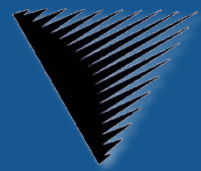
- Hampton Roads Cyber Alliance – **24** placements
- Virginia Cyber Alliance Subsidized Internship Project – **39** placements to date
- NASA Contractor – Midland – GeoSpatial Project – **18** placements to date



*CSIIP students
hosted by Jacobs,
Inc., NASA
Contractor – L to R
Michael Kane and
Brandon Caudill*



*CSIIP student hosted by BASF,
Antoinette Alleyne-Warren.*

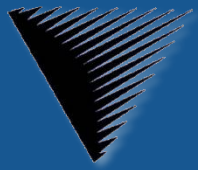


Commonwealth STEM Industry Internship Program (CSIIP)



CSIIP Partners





Commonwealth STEM Industry Internship Program (CSIIP)

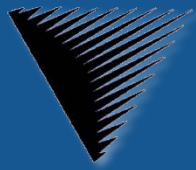


Impact Data

- Longitudinal Tracking through next step.
- 586 Placements to date.

Next Steps Through 2018: **242 responses (43%)**

- **73 (30%)** Employed in a STEM Position (2 NASA)
- **3 (1%)** Employed in non-STEM Position
- **32 (13%)** Pursued or Pursuing Advanced Degree
- **133 (55%)** Continuing Undergraduate Degree Program
- **1 (1%)** Works in an Academic STEM Position

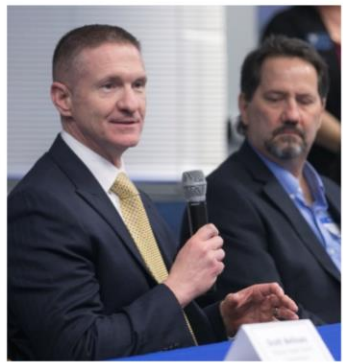


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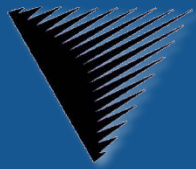


Jesse Pruden, previous CSIIP and STF intern hired by NASA Contractor, Jacobs, Inc., sharing words of advice to current CSIIP interns. Had he not been a part of CSIIP, he never would have landed the permanent Jacobs position.

John DePalma, previous CSIIP intern hired by Sentara Healthcare, on the CSIIP Business Symposium panel speaking about his experience. “Working with Sentara was the best experience of my scholastic life and a huge positive impact on my skill-set and knowledge base.”



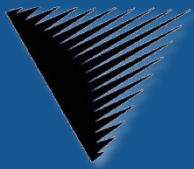
“Bowden said he looks at CSIIP as a continuous source of part-time workers who gain hands-on experience and become highly-qualified full-time job candidates, all of whom can put an impressive job like junior cybersecurity analyst at Sentara on their resume.” Dan Bowden, Vice President and Chief Security Officer, Sentara Healthcare; Vann, J. (Inside Business, 2018, July 30) “Cyber Alliance’s workshop aims to connect students with careers”



Example of VSGC-CSIIP Partnership Virginia Cyber Alliance



- Improve economic strength of the Commonwealth making it a State of Cybersecurity Excellence (Economic Growth, Diversification and higher salary)
- Focus is on Go Virginia Region 5 (Companies must be in Region. Interns and new employees need not be Region 5 residents.)
- Two opportunities for cybersecurity, UAV and Robotics related fields available:
 - Subsidized internship (25% up to max \$2,200 Per student)
 - Digital Entrant Program – Subsidy of 1/2 annual salary w/\$30K max
- Provide a marketplace for cyber employers and potential employees to connect via internships
- Intern host company must register with CSIIP and provide simple MOA
- Targeting undergraduate students, exiting military, and New first year employees.

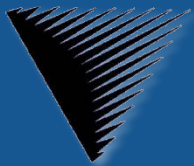


Internship Best Practices



Engineering for Success

- Written job description with tasks and required knowledge and skills.
- Ensure that planned work is meaningful to student and employer.
- Employer participation agreement.
- Program guidelines/handbook with intern expectations.
- Good partnerships with technical and human resources organizations.



Internship Best Practices



Personal Contact and Follow Up

- Staff check in with interns and supervisors early in the internship and for final evaluation and feedback.
- On/off-site programs – social, sharing, professional development, bonding experiences for intern group.
- Encourage companies to provide value-added elements such as a lunch with senior management.

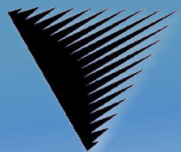


CSIIP –STF-NIFS Student Movie Night

Contact



- ❖ Mary Sandy, Director Virginia Space Grant Consortium
msandy@odu.edu; 757/766-5210; <https://vsgc.odu.edu>
- ❖ Debbie Murray, Internships Program Manager, Virginia Space Grant Consortium, dbmurray@odu.edu; 757/766-5210.
- ❖ Commonwealth STEM Industry Internships Program:
<https://csiip.spacegrant.org>



Virginia Space Grant Consortium