

TYPES OF EXPERIENTIAL PROGRAMS

Internship | **COMPENSATION:** Paid or Unpaid

Internships are designed by the employer to meet the needs of the organization while providing an intern with training, specific work assignments, and a learning experience to further develop career competencies. Students often seek internships to help them to build professional experience in their field of interest, test prospective future employment/career choices, receive mentoring, establish a professional network and apply to their academic studies. UWL may award the student academic credit for their experience.

Although some internships follow the timeline for academic semesters (fall, spring and summer), others are part-time, year-round or for a specified time frame to complete a special project. Employers may request the timeline that best suits their needs and may specify their preference for certain majors. Employers may offer both paid and unpaid internships. However, in some high demand fields, employers will find it necessary to offer paid positions in order to attract candidates. Additionally, the U.S. Department of Labor, Wage and Hour Division has re-examined the criteria for unpaid internships

Employers should consider the following criteria when considering unpaid internships:

Employers are expected to comply with the Fair Labor Standards Act with regards to intern compensation. Briefly, this specifies that employers in the for-profit private sector need to pay interns at least the minimum wage and applicable overtime unless they meet the six-part test for unpaid interns. Unpaid internships in the public sector and for non-profit charitable organizations, where the intern volunteers without expectation of compensation, are generally permissible. Find details on the U. S. Department of Labor website.

Community-Based Projects/ Course-Embedded

COMPENSATION: Generally Unpaid

Students enroll in a class in which a community-based project is the focus of the educational experience. It is a collaborative and mutually beneficial project between one or more students and a community agency that is designed to address social needs and programs within the community. These are sometimes called "externships" and allow students a "real world" experience while in the classroom. Students develop competencies in research design and practice, communication, marketing, proposal writing and awareness of client needs.

Community-Based Research

COMPENSATION: Generally Unpaid or Stipend

A student engages in a collaborative undergraduate research project with community organizations/businesses under the guidance of a faculty advisor to ensure academic and professional development. I.e. Researching the needs of non-English speaking cancer patients; investigating innovative renewable energy generators; study how mindfulness and self-control affect learning; contribute to medical research on human gastrointestinal transplants.

Apprenticeship | **COMPENSATION:** Generally Paid

Combination of on-the-job training (OJT) and related classroom instruction under the supervision of a journey-level craft person or trade professional in which workers learn the practical and theoretical aspects of a highly skilled occupation.

Part-time Job | **COMPENSATION:** Paid

The intent is that the employee contributes something very specific to the organization, i.e. server, food service, teller, etc. The employee will join the organization with specific qualifications rather than being extensively trained. Part-time jobs are ALWAYS paid in order to be in compliance with labor laws. The company benefits from the work much more than the employee.

Clinical Experiences

COMPENSATION: Paid or Unpaid

The objective is to gain a health-related experience through a volunteer or shadowing experience to gain insights into health professions and patient care. Ways of engaging in these types of educational experiences include: volunteering at a social service agency, County Human Services facilities, a medical center, senior living facility or a crisis center.

Job Shadow | **COMPENSATION:** Unpaid

A short-term, passive observation of a career professional allowing a student to get a glimpse into a certain career or profession. Students can observe work duties, patient/client interactions or ask questions of the professional's career path to gain advice.

Preceptorship | **COMPENSATION:** Paid or Unpaid

A mentored experience in which a practicing health professional volunteers to give personal instruction, training and supervision to a student during their education. Preceptorships offer the pre-clinical student an opportunity to follow a patient over time, to get to know the clinical field and to experience a clinical setting. Students report that preceptorships can be an excellent way of preparing for board examinations and clinical training.

Student Teaching | **COMPENSATION:** Paid or Unpaid

A full-time, academically supervised, instructional classroom experience. This internship (field experience) is a culminating course that is required for all students who want to receive a teaching certificate.

Field Work | **COMPENSATION:** Generally Unpaid

This experience allows students to explore and apply content learned in the classroom in a specified field experience away from the classroom. Field work experiences bridge educational experiences with an outside community that can range from neighborhoods and schools to archaeological dig sites and laboratory settings.

Volunteer/Community Outreach

COMPENSATION: Unpaid

A student volunteers in the community with a non-profit, charity, school or other institution. This benefits the student by promoting lifelong, active citizenship, personal well-being, and professional growth. The volunteer offers their time for a service or undertaking. These could include unpaid internships, short term volunteering or part of a service learning project in a class.

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