Water Resources and Policy Initiatives

THE INTERNSHIP PROGRAM
The Program

USDA NIFA AWARD No.2011-38422-31204

Award Title: Watershed Management Experiential Learning for USDA Careers

Lead Agency: Cal State San Bernardino University Enterprises Corporation (FF20717)

Award Period: 09/01/11-08/31/15

Intended to measurably increase the encouragement, retention, graduation, and USDA career attainment of underrepresented California State University students, particularly, Hispanic students
38.4% of California undergraduate students are Hispanic

The number of HSIs has grown from 137 institutions in 1990 to 189 in 1994, to 229 in 2000, to 245 in 2005, to 311 in 2010, and 435 in 2014

- Of the 435 HSIs in 2014, 202 (46%) were public two-year institutions, 93 public four-year institutions, 123 private four year institutions, and 17 private two year institutions
How it Comes Together

Project submissions gathered

- Academic Institutes: 126
- Non-profit Agencies: 2
- Government Agencies: 56

Projects matched with student talents

Total # of agency partners: 66

Total # of students: 221

Students are given 1 year to complete projects and submit final report
Centralized Location

Employees of UEC/CSU San Bernardino

One office for payroll and human resources issues

Hiring applications completed online, orientations are web-based, and I-9s are checked at each campus and forwarded to the central administration
The Facts

Provides funding for 50 paid internships per year for a total of 200 internships to eligible students over four years.

Total salary paid to each undergraduate-level intern is $4,500 with students earning a salary of $12.50 per hour for 360 total hours.

Total salary paid to each graduate-level intern is $4,500 with students earning a salary of $15.00 per hour for 300 total hours.

The project also provides up to $560 per student for the purchase of approved supplies and materials.
The Students

Hired students in over 30 majors

Majors include: Environmental Science, Engineering, Public Administration, Hydrology, Plant Science, Agriculture, Business, Geography, Computer Science, Mathematics, and Ecology

Male: 46%
Female: 54%

Undergrad: 68%
Graduate: 32%

Total number of completed projects: 219
$40,000 WRPI/ USDA Watershed Management Doctoral Scholarship

Eligible students who have or will have successfully completed a WRPI Watershed Management Internship by the due date will be given preference in this scholarship competition.

Three $40,000 PhD scholarships have been awarded.
Student Successes

- Students receiving jobs upon completion:
  - Year 1: 30%
  - Year 2: 11%
  - Year 3: 3%
  - Year 4: 3%

- Students continuing on to grad school:
  - Year 1: 11%
  - Year 2: 11%
  - Year 3: 8%
  - Year 4: 0%

- Student degrees completed:
  - Interns: 40%
  - CSU System: 19%

CSU information is gathered using 2010 data for senior interns in CSU system, using the most recent available.

Note: Information with an * represents students still completing degree.

For more information contact chrodrig@csusb.edu

Weighing in on the Results

- Over 4 years, 91% of the students completed the program
- Average CSU GPA pre-internship: 3.28
- Average CSU GPA post-internship: 3.33
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