**Graduate Student Practicum Opportunity – College of Business (COB)**

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**Overview of Office and Specific Need**

The College of Business Career Development Center (Center) currently provides internship and job search assistance, internships for credit, resume development, mock interviews, and other career-related services and programming. Additionally, the Center collaborates with the Assistant Dean for External Relations who is responsible for the COB’s R.O.A.R. program. The required academic program for most business undergraduate students helps prepare the students in their transition from college to career. The program focuses on career exploration, career planning, professionalism, networking, and mentorship, and consists of three phases: Find your ROAR, Refine your ROAR, and Ready to ROAR. Students are required to complete the phases in succession. Between the second and third phase, students are also required to complete a 150+ experiential learning experience that aligns to their career goals. Such can also be used as academic credit if it aligns with the student’s degree plan.

Regional opportunities for experiential learning include jobs, internships, and volunteer service at private, non-profit, and government organizations. In order to bring more opportunities to the COB for students to engage with community partners, the Center is partnering with a College’s Academic Advisor in the exploration, support, and promotion of non-profits in the Colorado Springs region. Many non-profits are under-resourced, both in terms of capital and in terms of labor needs, and thus can only offer unpaid internships. The experience of an unpaid internship, however, should not be discounted as many of the roles offer meaningful opportunities to learn, enhance, and bring value to the community. The contacts listed above hope to research, analyze, develop, and implement a program plan that will further boost interest in non-profit work with students. Simultaneously, the COB is launching an unpaid experiential learning grant program for non-profit work in Fall 2021, that will complement the promotion of unpaid opportunities.

**Objectives of Practicum**

* Research regional non-profits and develop a database of opportunities.
* Cultivate relationships with regional non-profit leaders and organizations in order to discuss interest in the development of meaningful experiential learning opportunities for COB students
* Engage students through workshops and other touchpoints about the role of non-profits in community and benefits of experiential learning within such organizations
* Assess student and community interest in long-term interests of such collaborations
* Draft a comprehensive program plan for this proposed opportunity that would further enhance options for students, especially those disciplines where opportunities are under-represented, such as Human Resources, Information Systems, and Non-Profit Finance

**Learning Outcomes (CAS Standards/NASPA)**

* Articulate how career exploration and preparation are intertwined with community organizations for the advancement of career success with students
* Develop employer relations and recruitment skills and learn how to actively involve employers in program development that meet student needs
* Identify and examine opportunities for both organizational leaders and students that align to career preparation and goal setting
* Understand how research of an industry and related disciplines impacts career services
* Create an assessment plan and be able to explain how it could be implemented into the current framework of both the COB and the Center

**Specific Tasks**

* Research and log regional non-profit information, including name, contact information, and services provided
* Contact non-profits to identify current experiential learning opportunities or schedule discussions for interest in partnerships with COB
* Develop several workshops and track student feedback on non-profit opportunities
* Draft a proposal based on research on how the COB can implement a targeted non-profit experiential learning model that will enhance current services and provide more opportunities for students