

Annual Report

FY19

Career Path Internship Program

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About the Program

Mission Statement

The CPI program is committed to connecting Idaho State University students to professional, paid experiences that will enhance their career opportunities upon graduation.

What is the Career Path Internship (CPI) Program?

Established in 2010, the CPI program has provided opportunities for students to be employed both on and off campus as interns in positions aligned with their academic and/or professional interests. This program enhances student success by employing students in their educational/career field of choice, giving them hands-on experience and improving job readiness skills. To date, the CPI program has provided over 6,500 internship opportunities to Idaho State University students. If you are interested in participating in the CPI program, please check out isu.edu/career/cpi-program for more detailed information.

A Sample of Our Past and Present Off-Campus Partnerships

- Aid for Friends
- Bannock Development Corporation
- Bingham Memorial Hospital
- Bureau of Land Management
- City of Chubbuck
- Farm Bureau Insurance
- Idaho Central Credit Union
- Idaho Fish and Game
- Idaho National Laboratory
- Idaho State Police
- KPVI
- Museum of Idaho
- Pocatello Free Clinic
- School District 25
- Shoshone Bannock Tribe
- St. Luke's Health System
- United Way
- Zoo Idaho

Looking Ahead

The CPI program is gearing up for another great year! The CPI program is looking to partner with more off-campus organizations as well as continue to improve relationships with our current partners. The program also hopes to increase the quality of each internship experience by providing an online orientation for all student interns in the upcoming year. As always, our program seeks to provide the best internship opportunities to ISU students. Go Bengals!

FY19 Accomplishments

The CPI Program had the opportunity to further develop and expand its reach within the community:

- **Intern of the Month** – the CPI program completed its third full year of the Intern of the Month program. This program allows us to highlight our best and brightest interns in the CPI program. Supervisors nominate their interns for this program and selected students are highlighted on the ISU homepage, the CPI homepage, and in the Idaho State Journal. Recipients receive a certificate, CPI swag, and a Chartwell's voucher. In FY19, ten of the twelve Interns of the Month were printed in the Sunday edition of the Idaho State Journal, which provides positive advertising for the CPI program and Idaho State University.
- **Supervisor of the Semester** – the CPI program completed its second year of distributing the CPI Supervisor of the Semester award. This award enables the CPI program to feature some of the wonderful mentors and supervisors that participated in the CPI program. Students were asked to nominate their supervisors and provide specifics on what made them outstanding. One grand-prize winner and multiple runners up were selected for both fall and spring semester. Over 70 nominations were received in both fall and spring semesters. The CPI program intends to continue this award in FY20.
- **Program Outreach** – marketing materials including brochures, handouts, bookmarks, and promotional material were created and distributed to over 1,500 students, families, and organizations over FY19. The CPI program was represented at twenty-one separate fairs, expo sessions, or conferences.
- **New Student Orientation** - the New Student Internship Program (NSIP), formerly the Freshman CPI Program, completed its fifth year. This program provides high-achieving students an opportunity to gain internship experience early in their academic careers. Participants' experiences help guide students in their academic pursuits and help develop skills sets that will be useful in their future pursuits.
 - Each year, the CPI program hosts an orientation that provides a general overview of the program and provides an opportunity for NSIP students to clarify questions regarding the program, build a support network with other interns and meet their supervisors.
 - In FY19, the NSIP program had 24 participants

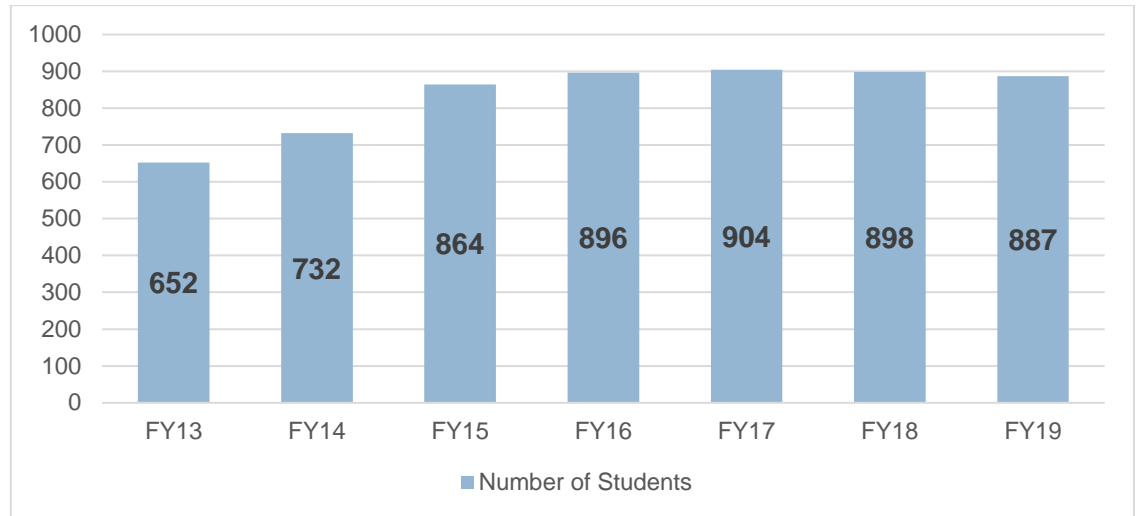
- **Feedback Meetings** – the CPI staff met with colleges, departments, students, and off-campus organizations to gather feedback on the CPI program as well as educate those involved with the CPI program about any updates or issues that arose during the year. These visits included the following:
 - 43 meetings with departments or colleges on campus
 - 24 meetings with off-campus organizations currently partnering with or who are interested in the CPI program
- **CPI Lunch & Learns** – CPI program staff provided four training opportunities for administrative staff in FY19. These trainings provided a general overview of the program and processes and allowed attendees to ask clarifying questions.
 - The CPI staff intends to host these training sessions each semester and target different program constituents (administrators, faculty supervisors, new ISU staff and faculty, etc.).
- **CAS Self-Assessment** – The CPI program completed this self-assessment in September. Assessment topics included mission, program, organization & leadership, human resources, ethics, internal & external relationships, assessment, technology, etc.
- **On Campus Supervisor Survey** – the CPI program distributed the third annual survey in April 2019. The CPI Office received 202 completed surveys (a 75% response rate). The results will allow the CPI Office to further improve its policies and procedures and feature exceptional internships and mentors.
- **Off Campus Supervisor Survey** – the CPI program completed the second year of surveying off campus supervisors in FY19. The CPI Office received 31 completed surveys and 25% increase in responses from FY18. The results of this survey were overall positive.
- **Student Surveys** – this year's student survey resulted in overwhelmingly positive reviews of the CPI program. There were 598 students who completed the survey (an 85% response rate).

Student Comment Highlights – pulled from the Annual Student Survey

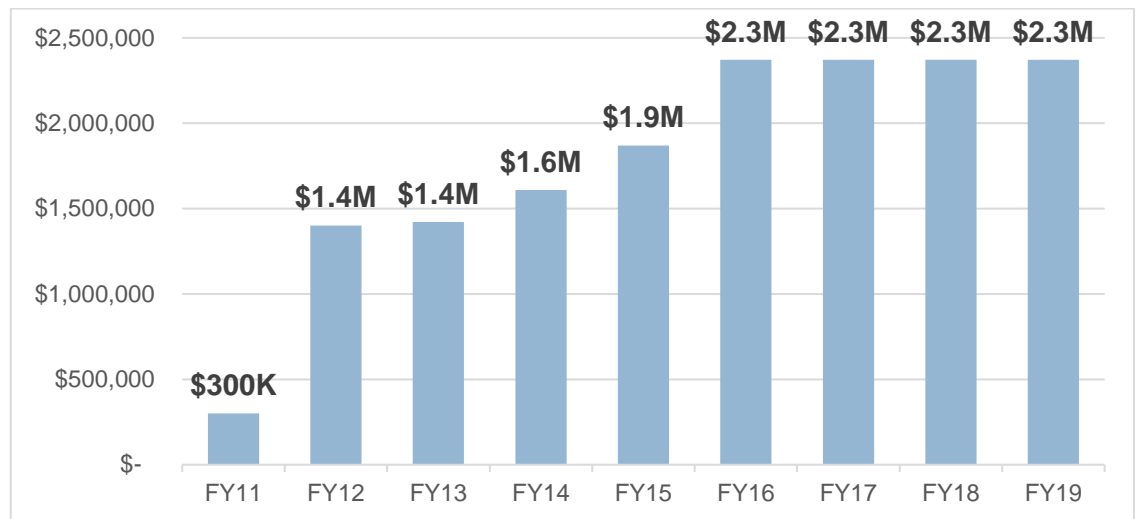
- “I am grateful for what the CPI program has taught me, and how proud it has made me to be a Bengal. The program has truly defined my experience at ISU, and it has made me a well rounded and more confident individual.”
- “Having a CPI gave me the opportunity to do meaningful research that, in the end, has helped me get into my top choice medical school and pursue the career I've dreamed of. I'd just like to share my appreciation once more for the CPI program which has helped me so much.”
- “I feel like the experience I'm gaining in my internship is invaluable. I learn new things every day at my internship, especially things that I would not otherwise learn in classes, such as real teamwork, how to communicate technical things to a non-technical audience, and how business processes work. It is also extremely rewarding to be doing actual projects with real world results compared to just projects for classes.”
- “I love being a CPI and I honestly think its one of the best perks about attending Idaho State.”
- “It has been a great program that has made it possible to find work specifically related to my field and has helped me network, get familiar with the field, and prepare for graduate school.”
- “BEST PROGRAM EVER”
- “Because of my internship I got accepted into a summer research fellowship. I also have made really good friends and enhanced my research skills.”
- "The CPI program has been extremely beneficial for me. I have gained experience that will aid me in obtaining my absolute dream career. The staff at ISU have been greatly helpful. I will never forget the experience and the people who helped me along the way. Thank you CPI!"

Program Statistics

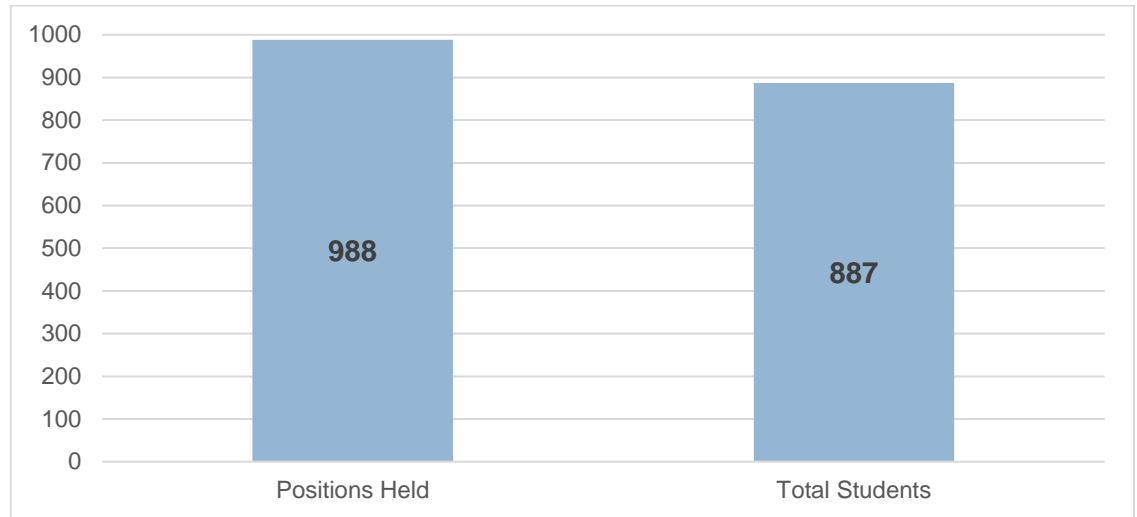
CPI Students by Fiscal Year



CPI Budget by Fiscal Year

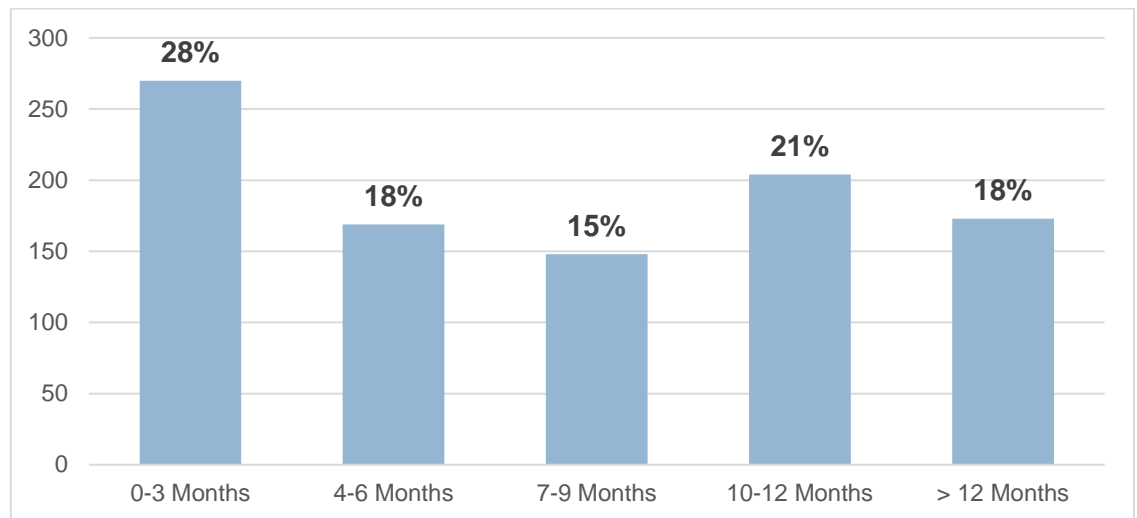


Total CPI Internships FY19



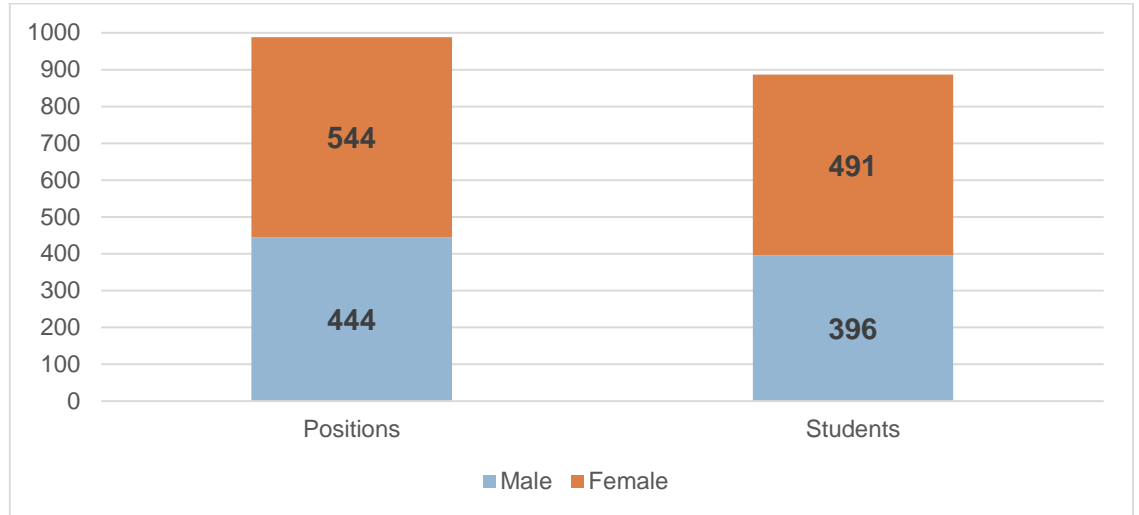
- A year-to-year comparison shows a 1.6% decrease in positions and a 1.2% decrease in students. These decreases are likely from the change in maximum weekly hours from 20 to 25 that went into effect in FY19.

Average Duration of Internship

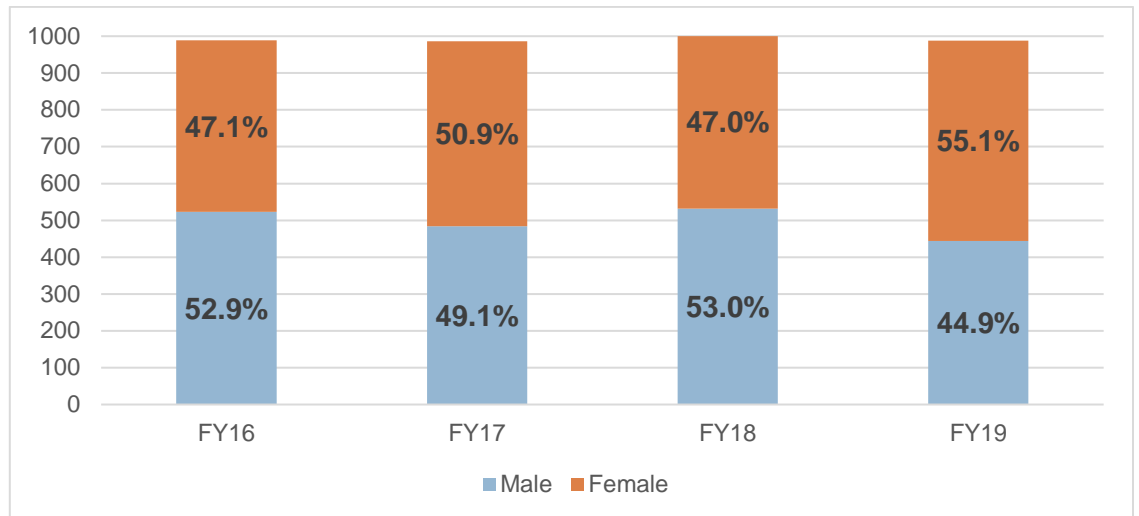


- The CPI program requires that students who continue past the one year mark must submit an updated description of the internship’s duties. Internships must increase in difficulty for an internship to be continued past the initial year.

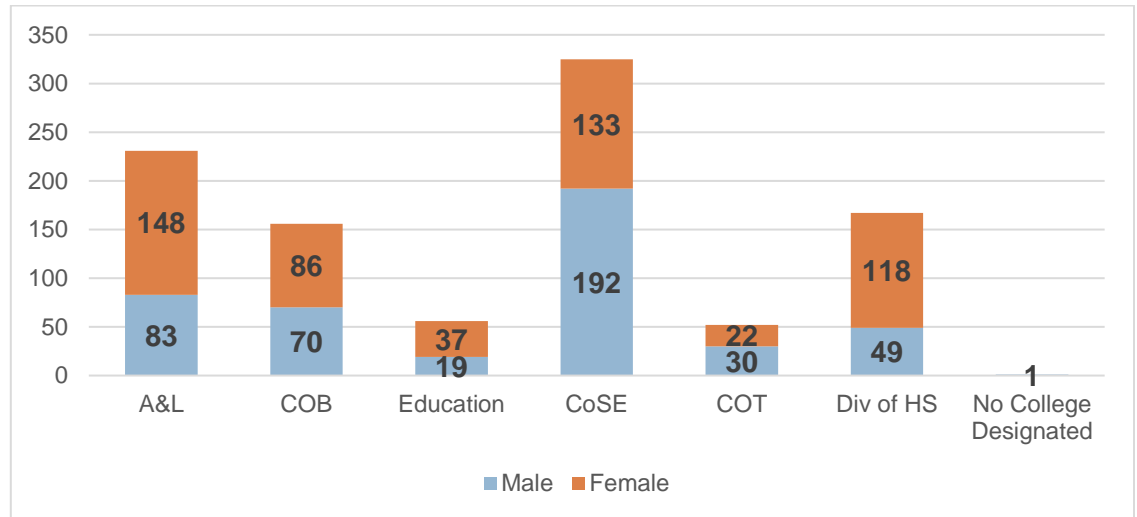
Total CPI Internships by Gender



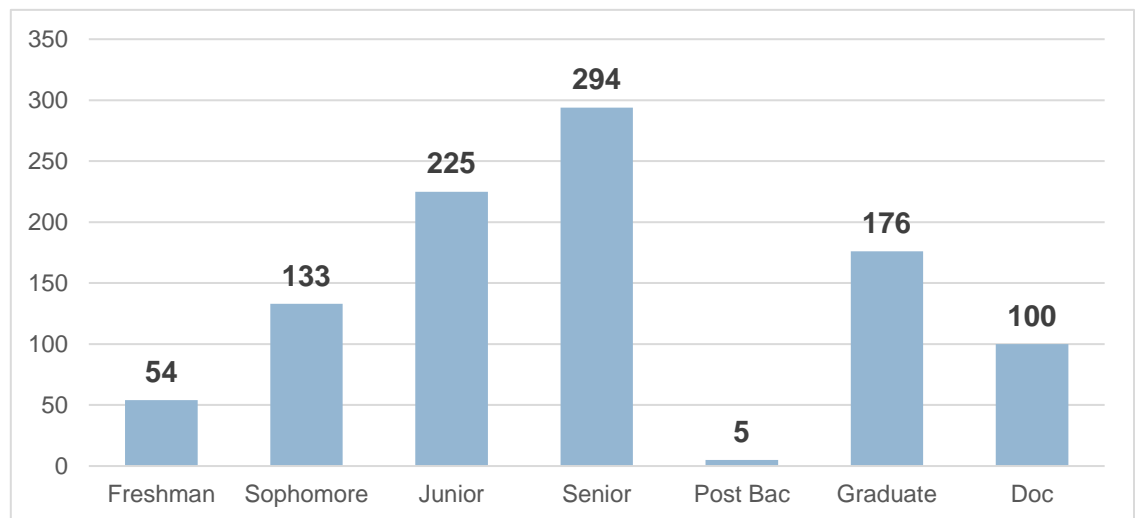
Total CPI Students by Gender



CPI Students by College/Division and Gender

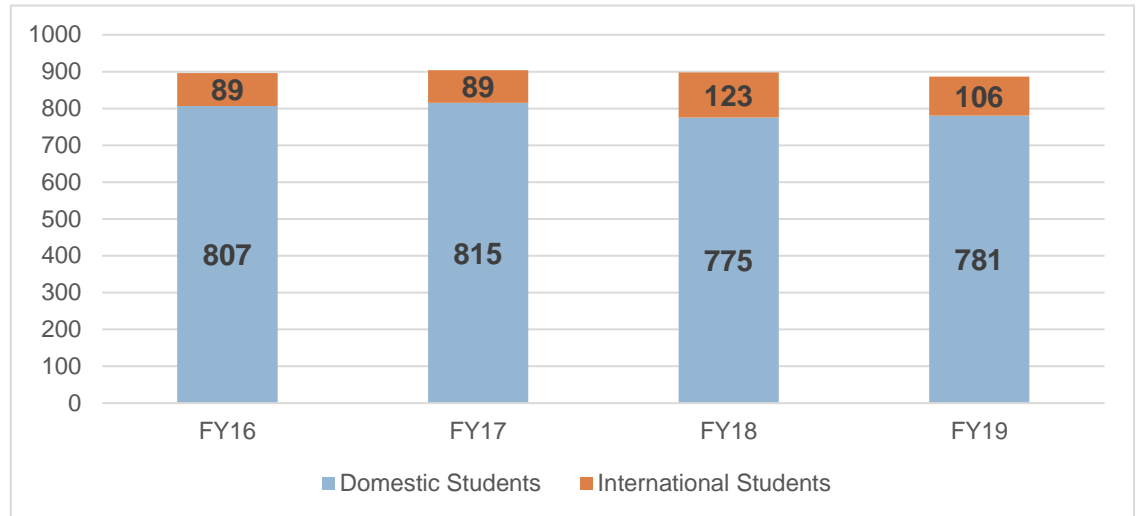


CPI Participants by Class Level



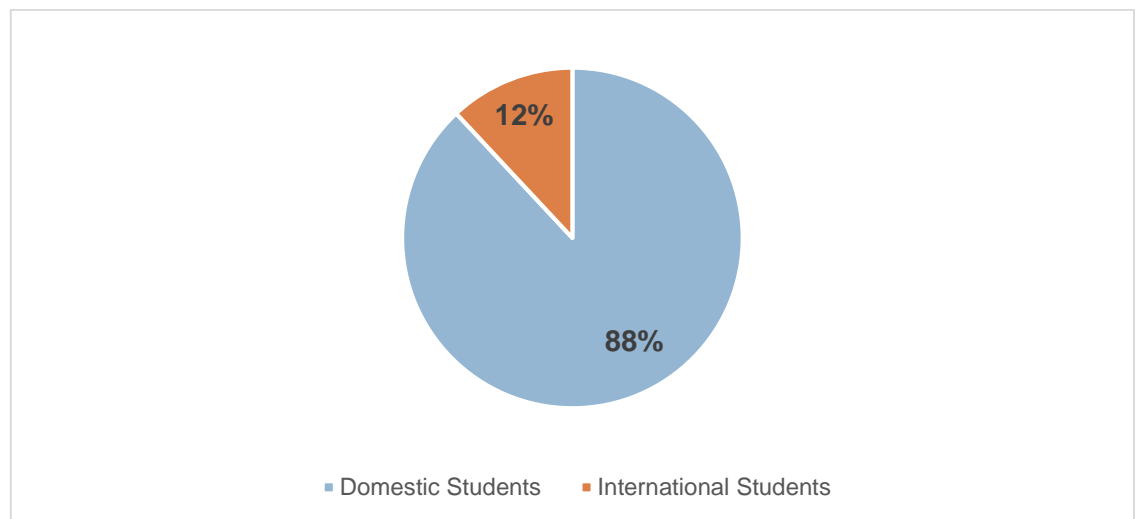
- Approximately 81% of CPI participants are junior level or higher.

Domestic & International Student Participation

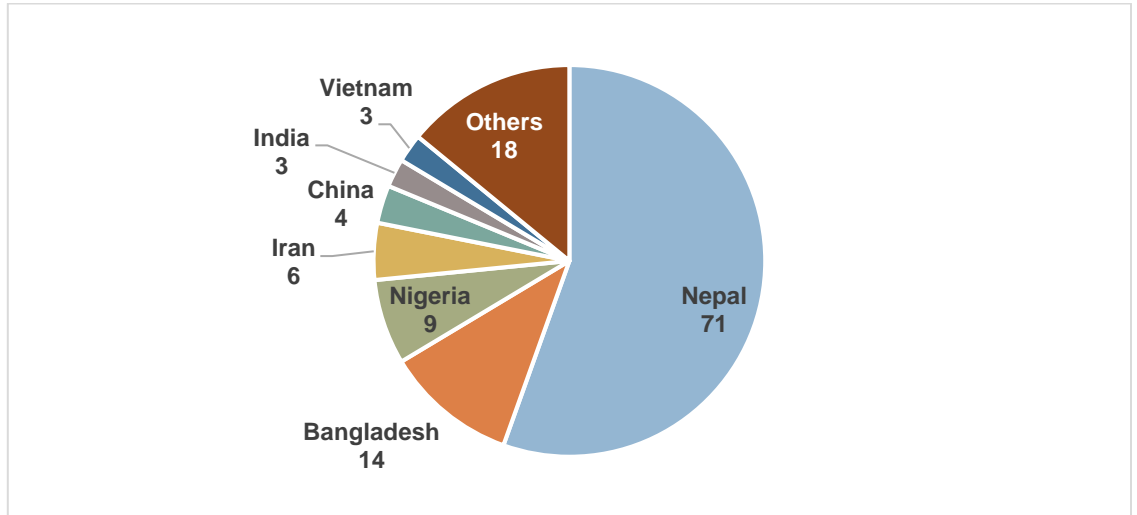


- A year-to-year comparison shows a 14% decrease in international student participants. However, positions held by international students were up by 29%, indicating that many international student participants are holding more than one internship during the year.

Domestic & International Student Participation by Percentage

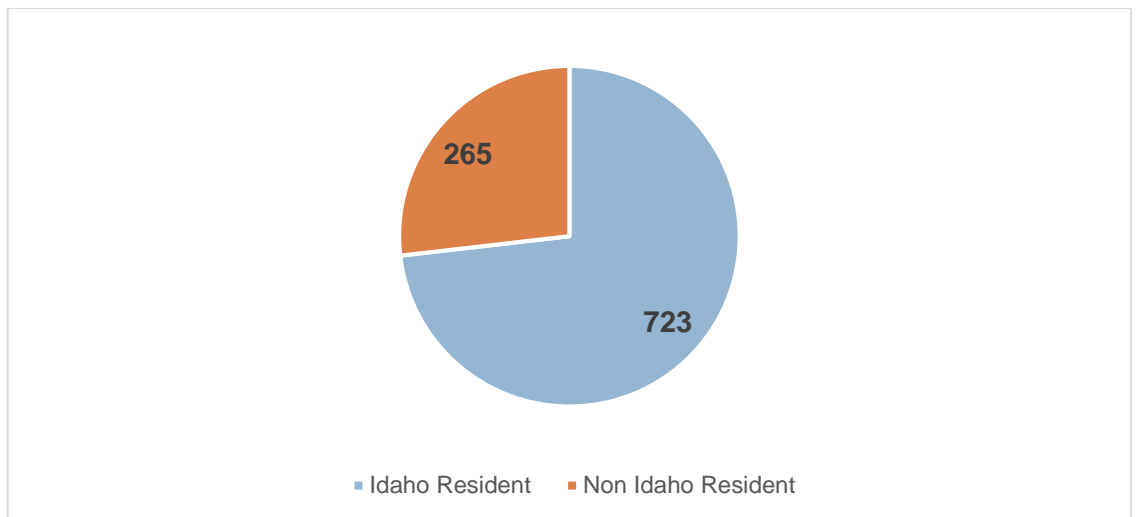


Country of Residence - International CPI Students



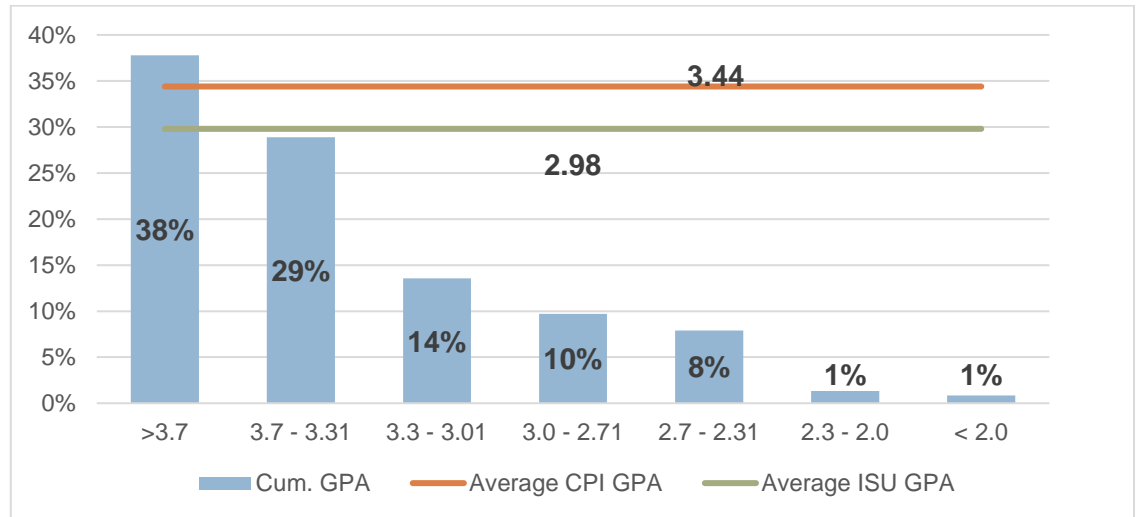
- “Others” include Peru (2), Saudia Arabia (2), Egypt (2), Zimbabwe (1), Poland (1), Belize (1), South Africa (1), Trinidad and Tobago (1), Sweden (1), Pakistan (1), Canada (1), Ethiopia (1), Malaysia (1), Albania (1), Myanmar (1)

State Residency Status - All CPI Students



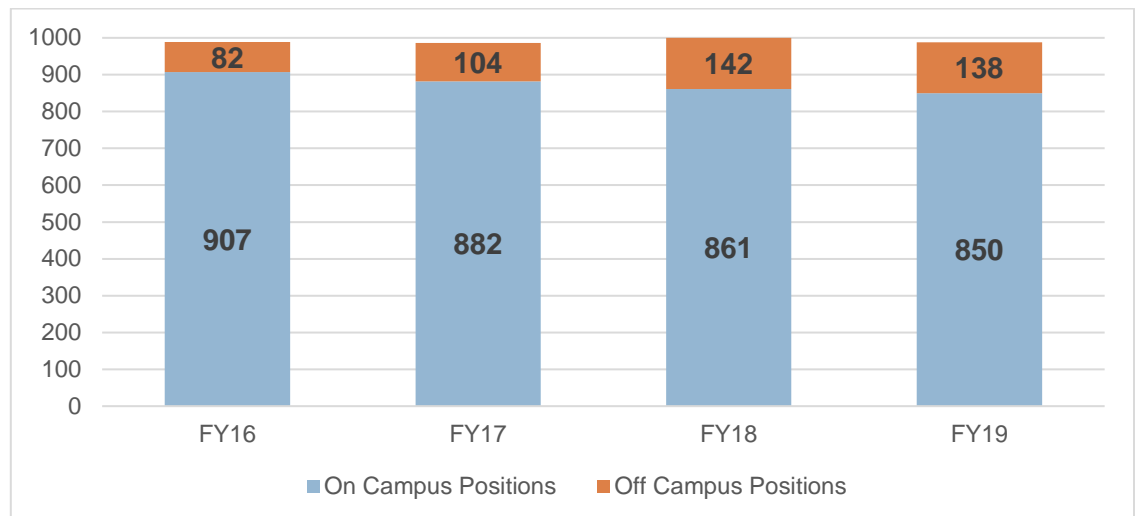
Idaho residents make up approximately 73% of CPI participants.

Cumulative GPA for All CPI Students



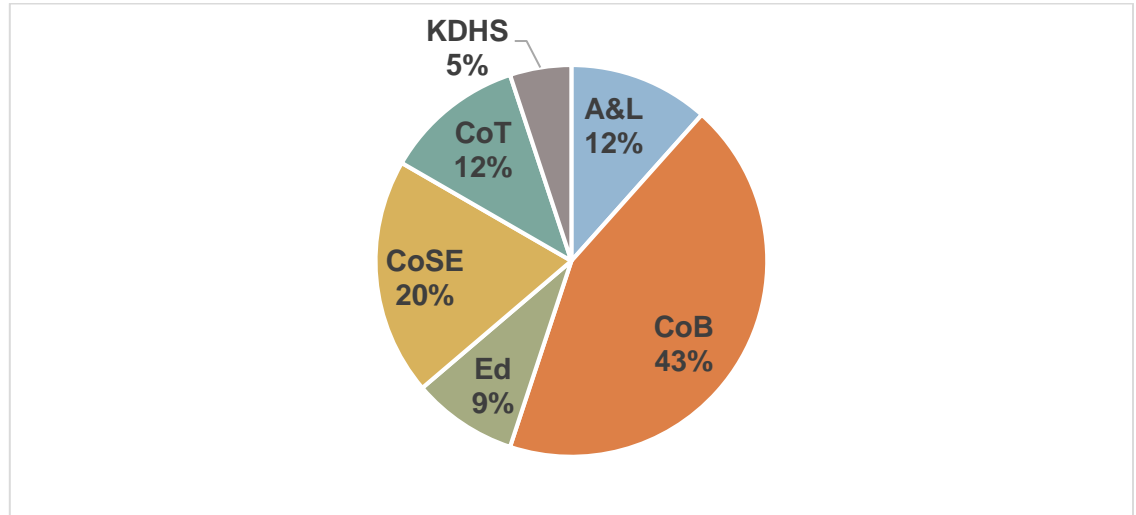
- Students with less than a 2.0 GPA do not qualify for the CPI program. Monitoring of student GPAs is done quarterly.

On Campus vs. Off Campus Positions



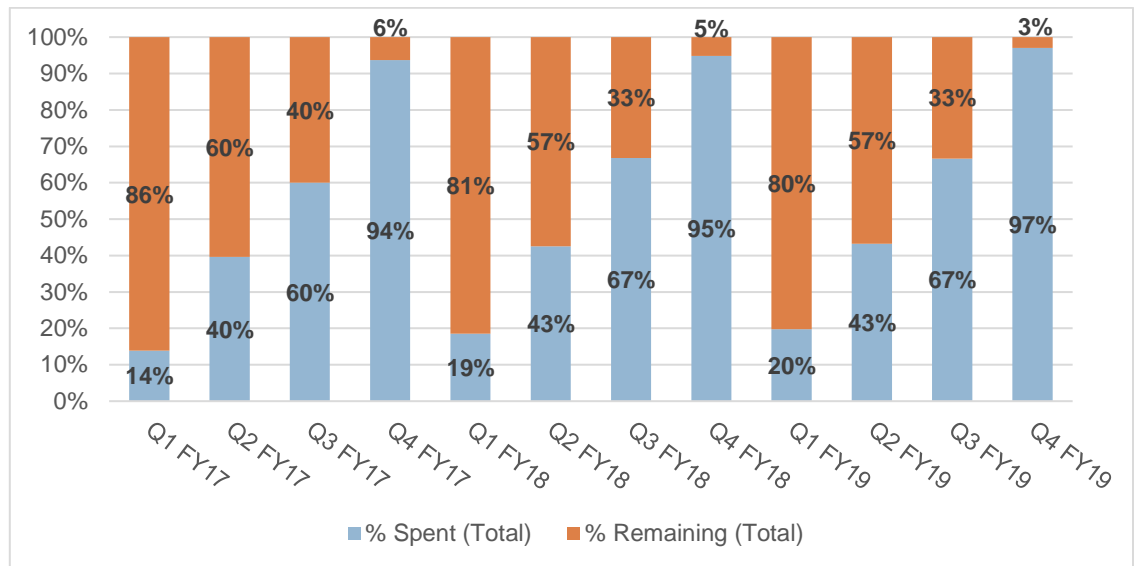
- A year-to-year comparison shows a 2.8% decrease in off campus internships. Off campus partners included 67 organizations spanning government agencies, non-profit organizations, as well as local and national industries.

Off Campus Internships by College or Division



Statistics are based on the students' declared major and associated college or division.

Quarterly CPI Spending



- The CPI program spent \$2,300,204 of its \$2,371,048 annual budget in FY19.

Contact Information

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