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Career Center

CIP

Community
Internship
Program



UNIVERSITY OF
SOUTH CAROLINA

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NACE Statement

As a member of the National Association of Colleges and Employers (NACE), the University of South Carolina Career Center adheres to NACE's Principles for Professional Conduct for career services and employment professionals.

The Community Internship Program

The Community Internship Program (CIP) is a pioneering opportunity unique to the University of South Carolina. CIP connects students and employers by facilitating internship opportunities. CIP provides the structure and support needed to ensure that both the employers and students have a valuable internship experience and are able to accomplish significant goals for each organization. Program staff members assist employers through the creation, development and maintenance of internship positions.



Program Benefits

Increased Cost Efficacy

A survey of 250 companies by the University of Cincinnati and the Mead Corporation showed:

- internships prove to be 73 percent more cost-effective over the first 21 months of full-time employment, saving more than \$24,000 per intern hired
- fringe benefits often consume 25 to 35 percent of personnel costs for employers. These costs can be greatly reduced by using interns in appropriate positions.
- interns, when hired full time after graduation, generally remain with employers longer than new entry-level employees, resulting in improved employee retention and lower recruitment costs
- interns gain on-the-job skills and knowledge during the internship period, allowing them to begin at a higher level of responsibility and productivity than inexperienced graduates.

A High-Quality Employee

A recent study by the National Association of Colleges and Employers (NACE) showed that more than two-thirds of employers who emphasize college hiring prefer to try out their job candidates before offering permanent employment. Seventy percent of employers are using internships to create a pool of quality job candidates.

In order for a USC student to become eligible to participate in CIP, they must:

1. be in good academic standing
2. have met with, and been approved by, a Career Center staff member
3. have completed the CIP orientation session to prepare them for the internship experience. During orientation, program staff work with students to identify measurable goals and outcomes specific to the internship position they hope to gain. Through this, students create a standard that is revisited throughout the internship as a means of assessing student progress.
4. actively demonstrate the principles outlined in the Carolinian Creed. The Carolinian Creed is a social honor code that has been recognized by the National Association of Student Personnel Administrators as one of 11 exemplary programs nationwide. The creed is an expression of the University's values and standards.

“The program has been well planned and executed. Glad to have participated, and look forward to working with the USC Career Center in the future.”

— CIP Employer

Program Benefits

Expanding Your Network

The Community Internship Program partners with a powerful collection of employers and community leaders. CIP employers endeavor to help develop a well-educated and dynamic workforce, provide guidance based on their professional expertise, and advance the amenities offered in the community. CIP supports and promotes those employers by providing ongoing networking opportunities for involved organizations.

CIP offers participating employers the opportunity to become involved in the educational process. In doing so, employers are given the opportunity to interact with students, faculty and staff in their field. The development of relationships within the university setting can lead to consulting opportunities, research projects, course development and training possibilities for their organization in the future.

The importance of CIP employers to our community is immeasurable. For this reason, USC is proud to host an annual Recognition Luncheon where leading employers are recognized for their outstanding work.

“As a financial services firm, when deciding between an intern or a part-time employee, we did the math. The cost savings were so obvious that the decision was made for us. What we weren’t prepared for was the quality of work provided by our intern. She has far exceeded our expectations, and surpassed the abilities of previous employees.”

— CIP Employer

A Source of Innovation

From their academic experience, interns bring a fresh outlook and creative problem-solving skills to the workplace. As a result, they frequently offer perspectives and suggestions that lead to significant contributions to achieving the goals of their employers.

According to a nationwide survey by the National Association of Colleges and Employers (NACE) in November 2009, 77.3 percent of responding employers said they use internships as a tool for recruiting entry-level talent. More than 77 percent of current CIP employers responded to using their internship positions in the same way. In the same NACE survey, it was reported that 56.9 percent of all interns were subsequently offered full-time positions.



Getting Started

Complete an Employer Agreement

Complete and return the Community Internship Program (CIP) Employer Agreement. This document does not obligate an organization to hire a student through the program, but outlines employer eligibility requirements and details of the program structure.

Post Your Position

Create an account and post a position in JobMate. This is one of the best ways to reach USC students. JobMate is an online integrated job search resource center that allows students to search for jobs, internships, and employers; post resumes; view and apply for on-campus interviewing opportunities; and have access to employer and Career Center events.

Screen and interview candidates

This process is entirely up to the discretion of each employer with the respect and understanding that they know their individual organizational needs.

Choose the right candidate for you!

Provide that candidate with an offer letter and position description. Program staff will work with the student to formulate appropriate goals and strategies for success based on the position.

All necessary materials are available at www.sc.edu/career/cip/employers.htm.



“CIP allowed us to hire a couple of students who were especially qualified for the internship role that we otherwise would not have been able to hire. Great program all around!”

—CIP Employer



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