



# **UWRF CAFES Internship Program Evaluation - 2012**

**Caleb Riedeman  
David Trechter**

**Survey Research Center Report 2012/24  
December 2012**

The staff working for the Survey Research Center at UW-River Falls was instrumental in the completion of this study. We would like to thank our SRC colleagues Denise Parks, Jim Janke, and Shelly Hadley. The SRC would like to thank Cheryl Dintemann for her assistance throughout the survey process. We would also like to thank the UWRF CAFES interns who took the time to complete the questionnaire.

## Table of Contents

Executive Summary.....	4
Survey Purpose .....	5
Survey Methods and Design .....	5
Profile of Respondents.....	6
CAFES Intern Information .....	7
CAFES Internship Information.....	9
Internship Coordinator Communication.....	16
Internship Experience .....	17
Professional/Personal/Academic Impacts of Internship - Additional Comments.....	25
Career Plans .....	26
Internship Value.....	27
UWRF CAFES Internship Program – Resources and Services .....	28
Suggestions .....	33
Conclusions .....	34
Appendix A: Written Comments: 2012 CAFES Internship Program Evaluation	<b>Error! Bookmark not defined.</b>
Appendix B: Quantitative Summary: 2012 CAFES Internship Program Evaluation .....	49

## Executive Summary

In the fall of 2012, the Survey Research Center (SRC) at the University of Wisconsin-River Falls contacted College of Agriculture, Food and Environmental Sciences (CAFES) interns by email and invited them to comment on their recent internship experience by participating in an on-line survey. There were 116 interns who completed the survey as a requirement to receive their grade. It should be noted that the number of completed surveys does not equal the number invited to participate. Two of the students did not respond before the survey was closed on October 30.

Key observations from the survey:

1. On a scale of 1 (low value) to 5 (high value), 81 percent of interns ranked their internship as a 4 or 5.
2. Nearly eight in ten interns would recommend their internship site for future students.
3. Eighty-four percent of interns report a strengthened interest in their major based on their internship experience.
4. Most interns (93%) feel that they gained applied knowledge in their field during their internship.
5. Approximately nine in ten interns reported an increase in self-confidence and maturity due to their internship experience.
6. About one-third of interns anticipate altering the direction of their career plans within their discipline due to their internship experience.
7. Nearly one-half of all interns expect a job offer from their internship site after graduation.
8. The average pay per hour for CAFES interns was \$9.24. Approximately three-tenths of interns (29%) were paid at least \$12.00/hour, and 30 percent made less than \$9/hour.
9. The average number of hours worked by CAFES interns increased by two hours from the 2011 average (42 hours in 2012, 40 in 2011).
10. Nearly 40 percent of interns saved over \$2000 (after expenses) during their internship.

## Survey Purpose

The motivation for this annual study was to evaluate intern experiences of the College of Agriculture, Food and Environmental Sciences (CAFES) students at the University of Wisconsin–River Falls (UWRF). The Survey Research Center (SRC) at UWRF was chosen to conduct the survey.

## Survey Methods and Design

In the fall of 2012, the SRC contacted UWRF CAFES interns by email asking them to participate in an on-line survey about their internship experience. Reminders were sent over 2 weeks to interns from whom a completed survey had not been received. A total of 116 surveys were completed.

**Appendix A** to this report contains a complete compilation of responses to open-ended comments. **Appendix B** contains a copy of the numeric portions of the survey questionnaire with a quantitative summary of responses by question.

The following analysis will:

- Summarize the responses to the 2012 UWRF CAFES Internship Program Evaluation.
- Compare the responses of different demographic groups of interns to see if they hold different opinions about a given topic.
- Where applicable, compare results from the 2009 CAFES Internship Program Evaluation (105 interns), 2010 Evaluation (104 interns), and 2011 results (97 interns) with the 2012 results (116 interns).

*Comparisons of key survey questions were made based on gender, grade point average, pay rate per hour, and average number of hours worked per week during the internship. When differences occur, they will be pointed out, as appropriate, in the report.*

## Profile of Respondents

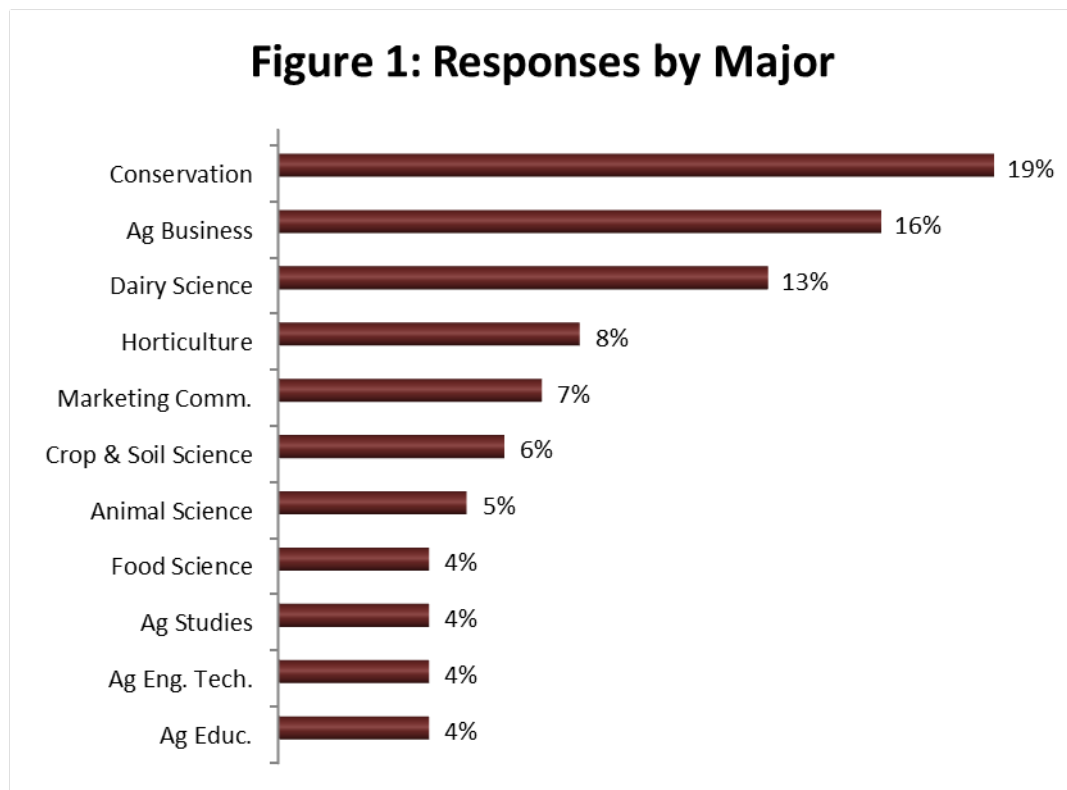
Table 1 summarizes the profile of respondents to the survey and indicates that there was an even split between male and female interns in 2012 and approximately three-fourths were juniors or seniors prior to their internship (76%). Gender and class standings were consistent with earlier 2009, 2010, and 2011 data.

<b>Table 1: Profile of Respondents - Comparison of 2009-2012 Survey Results</b>					
<b>Gender</b>	<b>Count</b>	<b>Male</b>	<b>Female</b>		
<b>Sample – 2012</b>	<b>116</b>	<b>50%</b>	<b>50%</b>		
Sample – 2011	97	53%	47%		
Sample – 2010	103	56%	44%		
Sample – 2009	104	51%	49%		
<b>Class Standing</b> (sem. prior to internship)	<b>Count</b>	<b>Freshman</b>	<b>Sophomore</b>	<b>Junior</b>	<b>Senior</b>
<b>Sample – 2012</b>	<b>116</b>	<b>4%</b>	<b>20%</b>	<b>49%</b>	<b>27%</b>
Sample – 2011	97	2%	21%	49%	28%
Sample – 2010	103	10%	19%	46%	25%
Sample – 2009	105	7%	19%	27%	48%

## CAFES Intern Information

### Major and Minor

Students were asked to identify their major and minor. Figure 1 provides a breakdown of the majors for the 116 interns who completed the assessment this year. Conservation was the leading major, followed by Agricultural Business, Dairy Science, and Horticulture. Together, the four majors account for 56 percent of the interns. Forty-three interns reported their minor. The list of minors can be found in Appendix A.



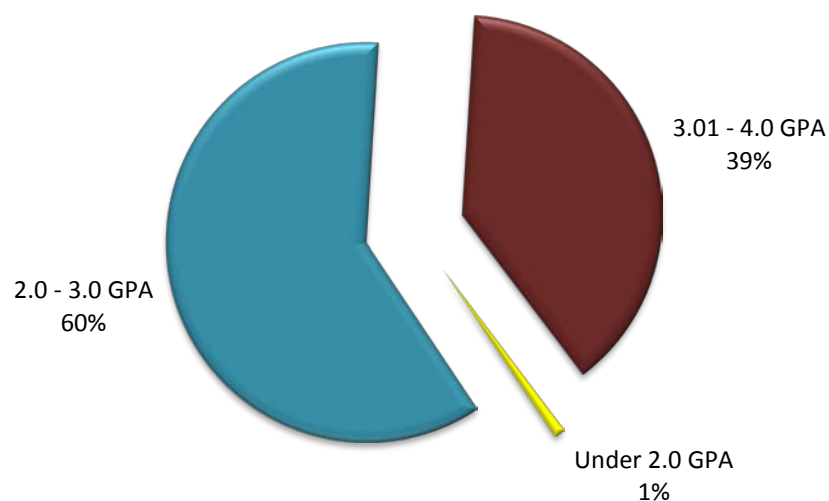
Interns' majors were consistent with 2009-2011 results (Table 2).

<b>Table 2: Responses by Major - Comparison of 2009-2012 Survey Results</b>							
	<b>Count</b>	<b>Ag Business</b>	<b>Ag Educ</b>	<b>Ag Eng. Tech.</b>	<b>Ag Studies</b>	<b>Animal Science</b>	<b>Bio-tech</b>
<b>Sample – 2012</b>	<b>114</b>	<b>16%</b>	<b>4%</b>	<b>4%</b>	<b>4%</b>	<b>5%</b>	<b>0%</b>
Sample – 2011	97	15%	2%	3%	2%	3%	0%
Sample – 2010	104	17%	5%	1%	1%	5%	2%
Sample – 2009	105	12%	1%	2%	2%	5%	0%
	<b>Conser- vation</b>	<b>Crop &amp; Soil Science</b>	<b>Dairy Science</b>	<b>Food Science</b>	<b>Horti- culture</b>	<b>Land Use Planning</b>	<b>Marketing Comm.</b>
<b>Sample – 2012</b>	<b>19%</b>	<b>6%</b>	<b>13%</b>	<b>4%</b>	<b>8%</b>	<b>0%</b>	<b>7%</b>
Sample – 2011	21%	5%	15%	8%	19%	4%	2%
Sample – 2010	19%	10%	15%	3%	14%	4%	5%
Sample – 2009	15%	7%	14%	10%	22%	1%	6%

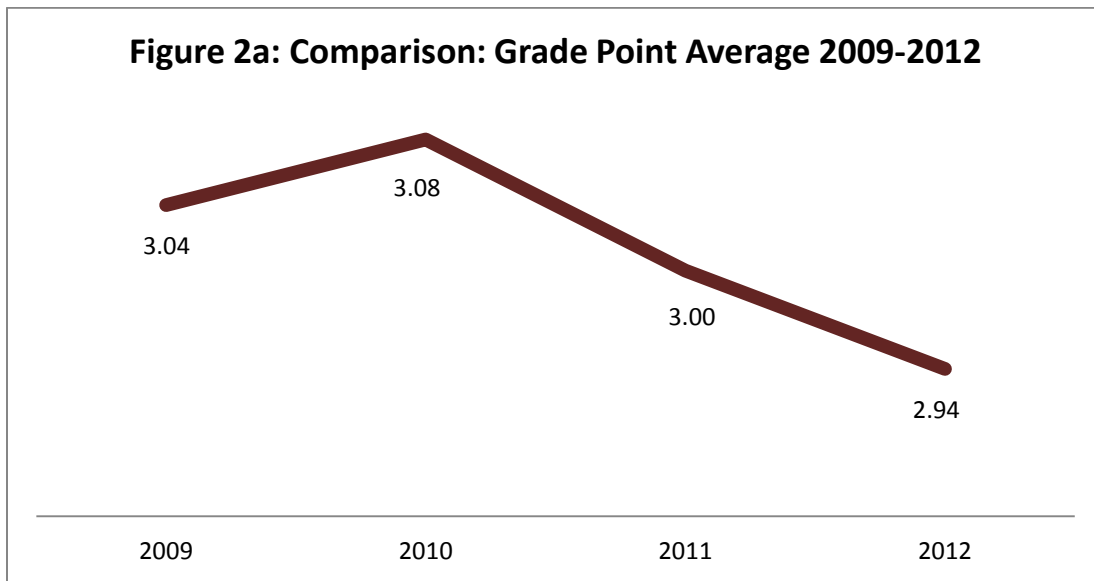
### Grade Point Average

Interns were asked to report their current grade point average (Figure 2). GPA's ranged from 1.978 to 4.0. The majority of interns had a GPA between 2.0 and 3.0. The average GPA in 2012 was 2.94 (*average GPA in 2009 was 3.04, 3.08 in 2010, and 3.00 in 2011, Figure 2a*).

**Figure 2: Grade Point Average**  
110 interns provided their GPA







## CAFES Internship Information

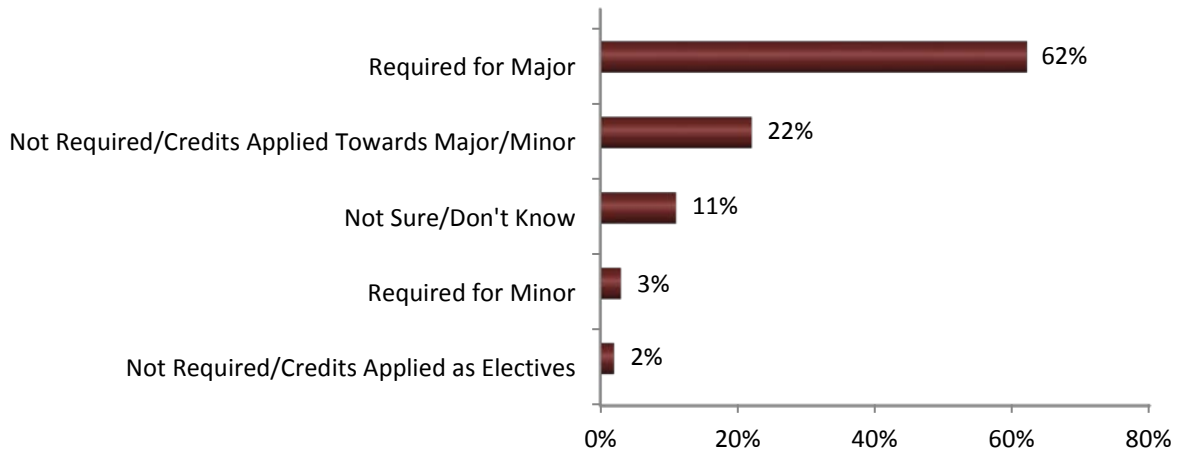
Interns were asked to identify if the internship was their first or second internship experience and when the internship was completed. Table 3 indicates that nearly all internships were completed in the summer and most were first-time internships. Results are consistent with the previous surveys.

<b>Table 3: Internship Information - Comparison of 2009-2012 Survey Results</b>				
When was your internship completed?	Count	Summer	Fall	Spring
<b>Sample – 2012</b>	<b>113</b>	<b>97%</b>	<b>3%</b>	<b>0%</b>
Sample – 2011	97	94%	6%	0%
Sample – 2010	103	95%	5%	0%
Sample – 2009	105	98%	2%	0%
Was this your first or second internship?	Count	1 <sup>st</sup> Internship	2 <sup>nd</sup> Internship	
<b>Sample – 2012</b>	<b>116</b>	<b>91%</b>	<b>9%</b>	
Sample – 2011	97	94%	6%	
Sample – 2010	102	90%	10%	
Sample – 2009	105	92%	8%	

### Internship Credits

Just over sixty percent of interns report that their internship was required and counted in their major or minor (Figure 3). Twenty-two percent of interns report that their internship was not a requirement but will be applied in their major or minor. Two percent will apply their credits to general electives, three percent of interns reported that their internship was required for their minor, and eleven percent said they did not know how their internship credits will be applied.

### Figure 3: Internship Credits



Far more interns in the 2012 survey, compared to previous years, reported their internship was required for their minor.

**Table 4: Internship Credits - Comparison of 2009-2012 Survey Results**

	Count	Required for Major	Not Required Credits Appl to Maj/Min	Not Sure/ Don't Know	Not Required Credits Appl as Electives	Required for Minor
<b>Sample – 2012</b>	<b>116</b>	<b>62%</b>	<b>22%</b>	<b>11%</b>	<b>2%</b>	<b>3%</b>
Sample – 2011	97	71%	18%	3%	5%	3%
Sample – 2010	103	65%	22%	9%	4%	0%
Sample – 2009	105	72%	17%	5%	5%	1%

### Internship Company or Organization

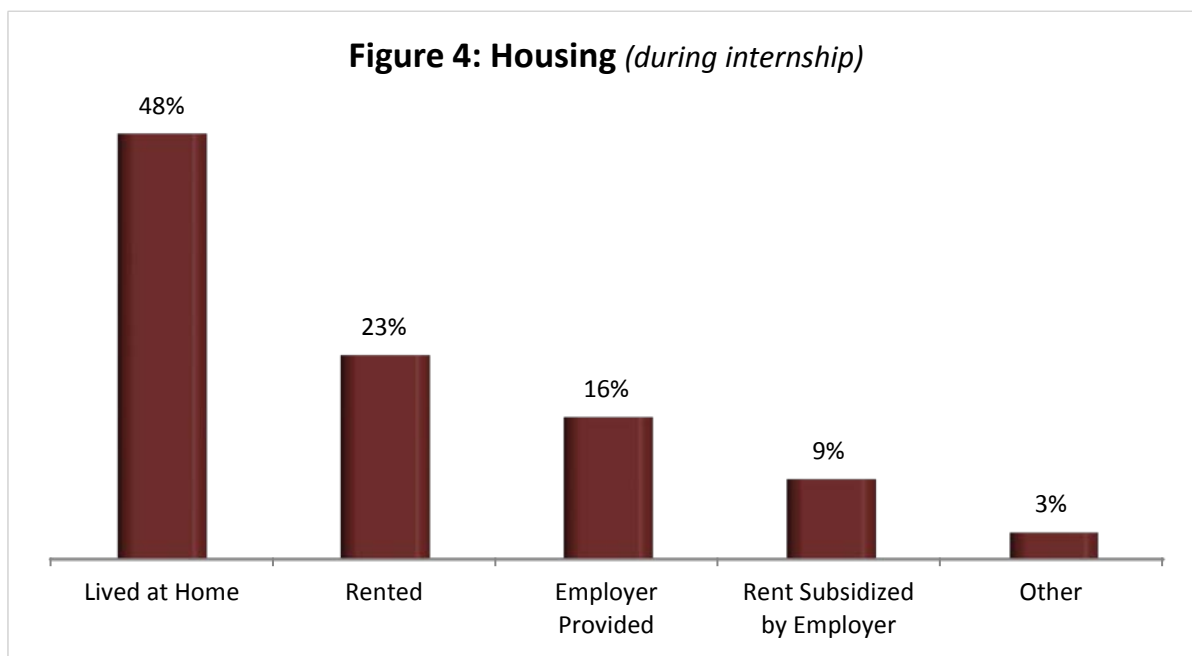
When asked to provide the name of the company or organization where they completed their internship, most of the organizations listed by interns were mentioned only once. Hartung Brothers Inc. was mentioned five times. Ag Star Financial Services was mentioned three times. The following organizations were listed twice: Accelerated Genetics, Agronomy Services Plus Inc., Central Valley Co-op, Kinnickinnic River Land Trust, and WinField Solutions. A complete list of internship organizations can be found in Appendix A.

### Internship Location

The most frequently mentioned internship location was River Falls (5 internships), followed by Baldwin, Roseville, and Saint Paul - each with four internships. Most of the internship locations were only mentioned once. Long-distance internship locations included Ohio, North Dakota, North Carolina, Colorado, Arizona, Washington, and California. Most internships were completed in Wisconsin (58%) and Minnesota (30%). Internship locations can be found in Appendix A.

### Housing

Interns were asked to describe their housing status during their internship. As Figure 4 highlights, slightly less than one-half of interns lived at home (48%), while nearly one-fourth rented. Twenty-five percent of interns were provided housing or had their rent subsidized by their employer. Responses in the “other” category included living with friends and family. Appendix A contains “other” housing situations mentioned.



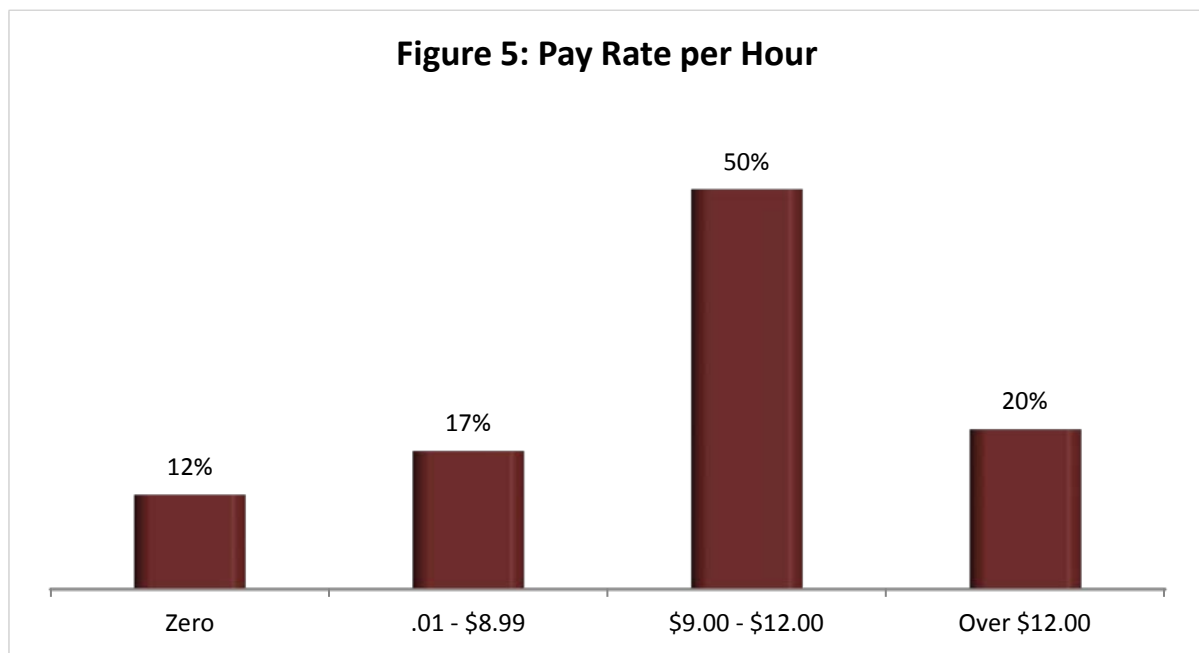
- There were no statistically significant differences between various groups of interns and their housing arrangements during their internship.

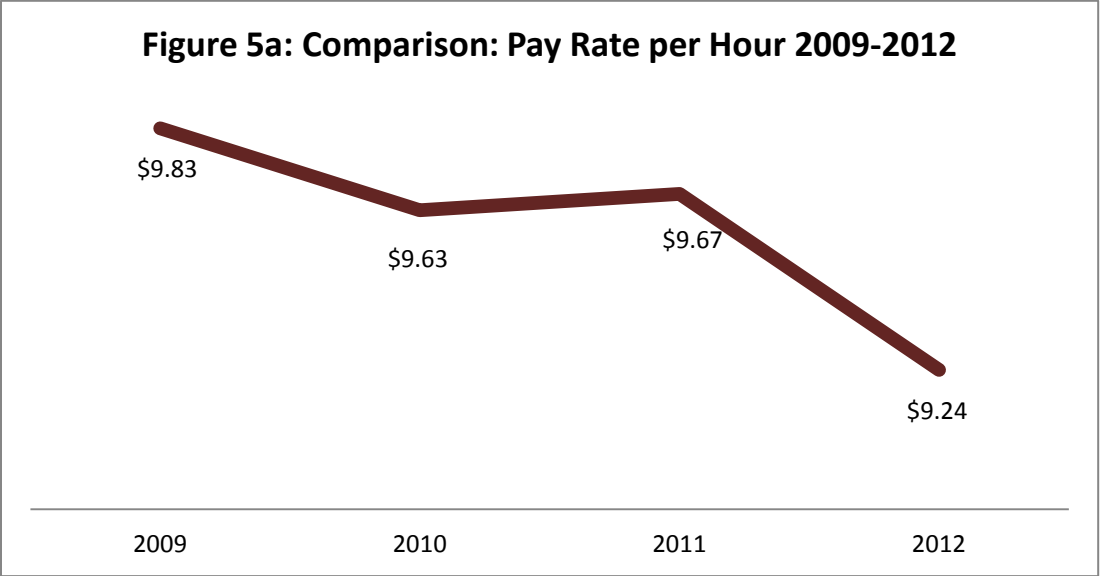
2012 interns were slightly less likely to live at home during their internship than 2009 or 2010 interns (Table 5). More 2012 interns received subsidized rent from their employer during their internship than in the three previous years.

<b>Table 5: Housing During Internship - Comparison of 2009-2012 Survey Results</b>						
	<b>Count</b>	<b>Lived at Home</b>	<b>Rented</b>	<b>Employer Provided</b>	<b>Other</b>	<b>Rent Subsidized by Employer</b>
<b>Sample – 2012</b>	<b>116</b>	<b>48%</b>	<b>23%</b>	<b>16%</b>	<b>3%</b>	<b>9%</b>
Sample – 2011	97	46%	28%	18%	7%	1%
Sample – 2010	103	58%	23%	9%	3%	7%
Sample – 2009	105	55%	23%	12%	8%	2%

### Pay Rate per Hour

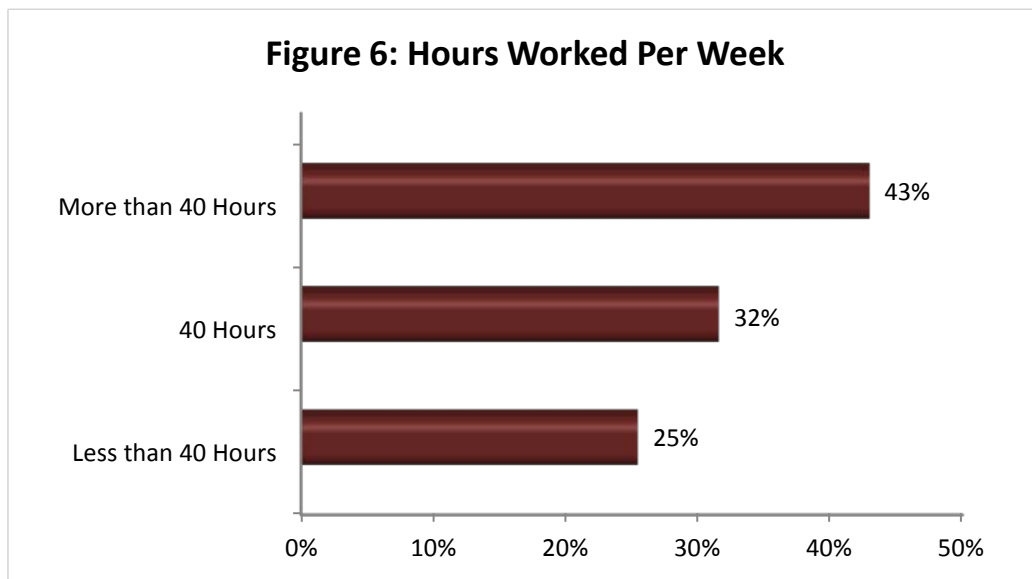
The average hourly pay rate for 2012 CAFES interns was \$9.24 (*approximately 4 percent decrease from 2011, Figure 5a*). Data has shown a nearly .60¢ decrease in the average hourly pay of CAFES interns from 2009 to 2012. Pay ranged from a low of zero (thirteen interns reported “0” as their pay rate per hour – whether the internship was unpaid or whether they preferred not to disclose pay is not known), to a high of \$16.00 an hour. One-half of interns made between \$9.00 and \$12.00/hour (Figure 5). The complete list of pay rates can be found in Appendix A.



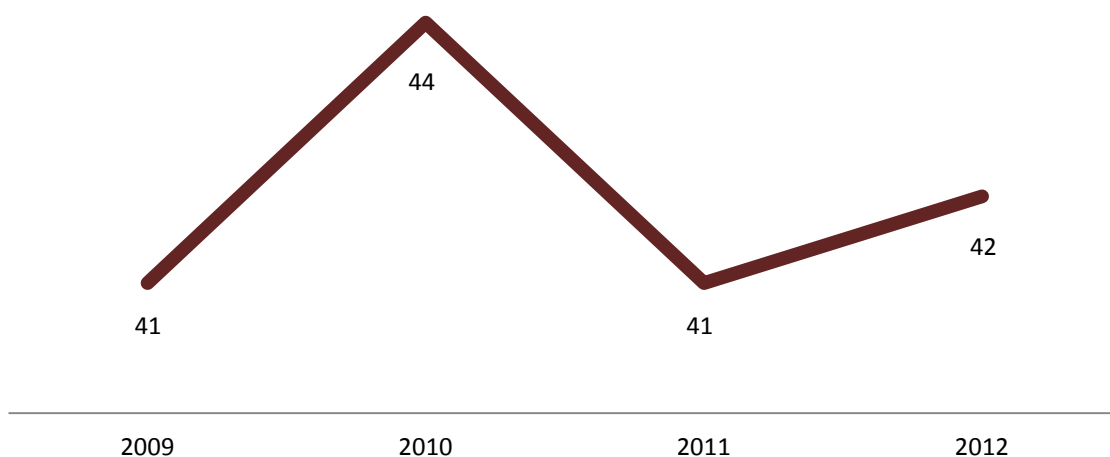


### Average Number of Hours Worked Per Week

The average number of hours worked per week in 2012 was 42 hours. As shown in Figure 6, three-fourths (75%) of CAFES interns report working 40 hours or more per week, and one-fourth reported working less than 40 hours/per week. The average weekly hours worked by CAFES interns has remained fairly steady throughout 2009-2012.

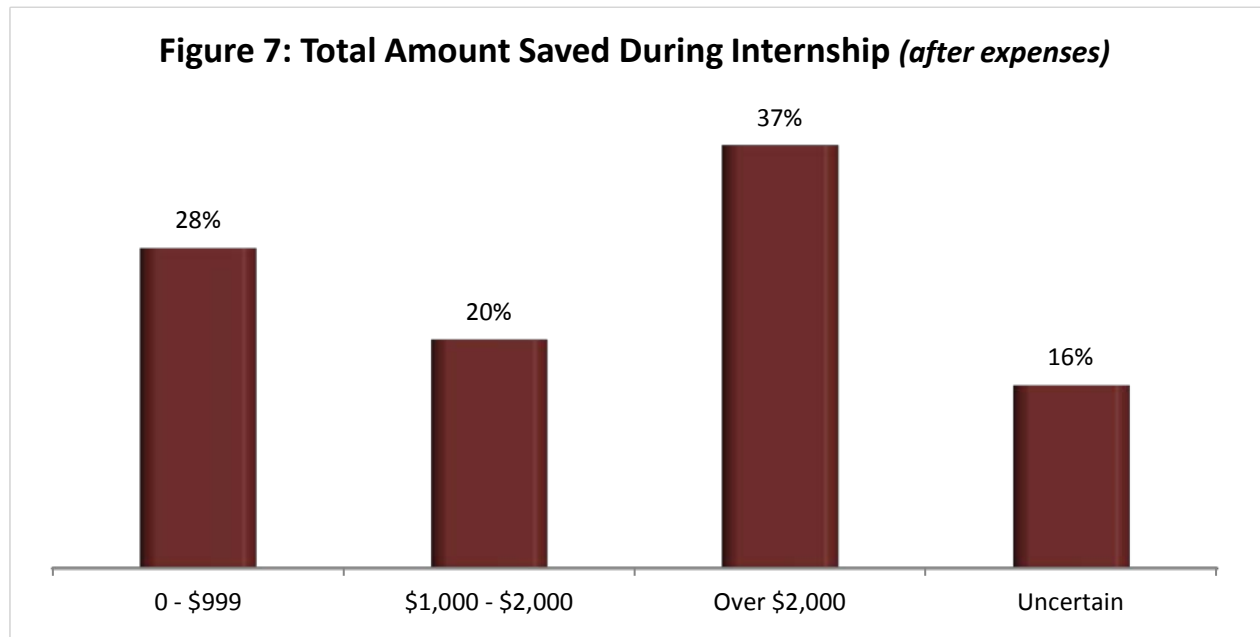


**Figure 6a: Comparison: Hours Worked Per Week 2009-2012**



### Total Amount Saved During Internship

Over one-third of the interns saved over \$2,000 during their 2012 internship (Figure 7). Slightly more than one-fourth saved under \$1,000, 20 percent saved between \$1,000 - \$2,000, and 16 percent were not sure how much money they had saved.



- Not surprisingly, interns making over \$12.00/hr. (48%) were more likely to report saving over \$2,000 during their internship than interns making less than \$9.00/hr. (7%).

Interns saved about the same amount of money in 2012 as they did in 2010 (Table 6).

Table 6: Total Amount Saved During Internship - Comparison of 2009-2012 Survey Results					
	Count	0 - \$999	\$1,000 - \$2,000	Over \$2,000	Uncertain
Sample – 2012	115	28%	20%	37%	16%
Sample – 2011	97	27%	14%	36%	23%
Sample – 2010	103	25%	21%	38%	16%
Sample – 2009	105	33%	21%	25%	21%

## Internship Coordinator Communication

Interns were asked when their Faculty Coordinator visited them (*if within the 3-state area of Wisconsin, Minnesota, or Iowa*) or when their Faculty Coordinator called or emailed them (*if outside the 3-state area*).

Of the interns who were located within the 3-state area, 2% had a visit in the beginning of their internship, 51% were in the middle, and 37% reported having a visit near the end. Interns report that their faculty coordinator called or emailed them (outside of the 3-state area) in the beginning (19%), middle (33%) or near the end (22%) of the internship – interns could mark all situations that applied. Few interns located in the 3-state area (11 interns) or outside the 3-state area (7 interns), reported that their coordinator did not visit them or contact them during their internship.

The 2012 faculty coordinator contact results show similar percentages when compared to previous years with the exception of two categories. For interns located outside the 3 state area of WI, MN, and IA, 11% fewer, or 22%, received contact near the end of their internship in 2012 compared to 2011. That same group also had an increase in the percentage of interns who received no phone calls or email from their faculty coordinator.

<b>Table 7: Faculty Coordinator Visits or Contacts - Comparison of 2009-2012 Survey Results</b>					
If your internship was <i>within</i> the 3 state area of WI, MN, IA, when did your faculty coordinator visit? Mark all that apply.	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Visit
<b>Sample – 2012</b>	<b>108</b>	<b>2%</b>	<b>51%</b>	<b>37%</b>	<b>10%</b>
*Sample – 2011	84	4%	57%	31%	8%
Sample – 2010	98	1%	46%	45%	8%
Sample – 2009	102	7%	53%	37%	7%
If your internship was <i>outside</i> the 3 state area, when did your faculty coordinator call or email you? Mark all that apply.	Count	Beginning of Internship	Middle of Internship	Near the End of Internship	No Call or Email
<b>Sample – 2012</b>	<b>27</b>	<b>19%</b>	<b>33%</b>	<b>22%</b>	<b>26%</b>
*Sample – 2011	33	15%	39%	33%	12%
Sample – 2010	21	19%	29%	33%	19%
Sample – 2009	24	20%	50%	30%	20%

\*An error was found in the 2011 report data and has been corrected in the 2012 data table 7



## Internship Experience

Respondents were asked to indicate to what extent they agreed with various statements pertaining to aspects of their internship. The results in Table 8 suggest that most interns agree or strongly agree with all of the statements included in the Table. Nine in ten interns believe their employer provided an open line of communication throughout the internship. Similarly, high percentages (92%) said orientation with the internship company met their expectations and 87% believed the projects developed/assigned were beneficial to enhancing/broadening career development.

<b>Table 8: Aspects of Internship</b>						
<b>To what extent would you agree with the following statements pertaining to aspects of your internship?</b>	<b>Count</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Employer provided open line of communication throughout internship	116	59%	34%	3%	3%	2%
Employer provided appropriate amount of supervision	116	42%	46%	9%	3%	1%
Given ample resources to move projects to completion	116	37%	48%	8%	5%	2%
Projects developed/assigned were beneficial to enhancing/broadening career development	116	34%	53%	9%	3%	1%
Orientation with internship company met expectations	116	37%	55%	5%	2%	1%
Internship Special Project was a good match for skills and interest as an intern	116	34%	41%	18%	7%	1%
Work/ projects were well-defined	116	32%	50%	10%	7%	1%

There were two significant differences in the way different demographic groups agree with the statements shown in Table 8:

- Interns earning over \$12 per hour were more likely to strongly agree that the employer provided an appropriate amount of supervision.
- Interns working over 40 hours per week were more likely to strongly agree that the projects developed/assigned were beneficial enhancing/broadening career development.

There were few differences in 2012 results versus the previous three years in terms of the internship statements shown in Table 8. Comparisons are shown in Table 9, and the 4-year averages for the combined strongly agree + agree percentages for each statement were all within 5% of 2012 results.

**Table 9: Aspects of Internship - Comparison of 2009-2012 Survey Results**

To what extent would you agree with the following statements pertaining to aspects of your internship?	Count	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
<b>Employer provided open line of communication Sample – 2012</b>	<b>116</b>	<b>59%</b>	<b>34%</b>	<b>3%</b>	<b>3%</b>	<b>2%</b>
Sample – 2011	97	68%	22%	5%	5%	0%
Sample – 2010	103	66%	24%	4%	3%	3%
Sample – 2009	104	55%	34%	7%	3%	2%
<b>Orientation with company met expectations Sample – 2012</b>	<b>116</b>	<b>37%</b>	<b>55%</b>	<b>5%</b>	<b>2%</b>	<b>1%</b>
Sample – 2011	97	41%	47%	4%	7%	0%
Sample – 2010	103	59%	36%	4%	1%	0%
Sample – 2009	104	41%	45%	9%	5%	0%
<b>Given ample resources to move projects to completion Sample – 2012</b>	<b>116</b>	<b>37%</b>	<b>48%</b>	<b>8%</b>	<b>5%</b>	<b>2%</b>
Sample – 2011	97	46%	37%	12%	4%	0%
Sample – 2010	103	56%	38%	4%	2%	0%
Sample – 2009	104	44%	42%	8%	6%	0%
<b>Employer provided the appropriate amount of supervision Sample – 2012</b>	<b>116</b>	<b>42%</b>	<b>46%</b>	<b>9%</b>	<b>3%</b>	<b>1%</b>
Sample – 2011	97	47%	41%	8%	3%	0%
Sample – 2010	103	53%	37%	3%	7%	0%
Sample – 2009	103	46%	40%	9%	3%	3%
<b>Projects developed/assigned were beneficial to enhancing/broadening career development Sample – 2012</b>	<b>116</b>	<b>34%</b>	<b>53%</b>	<b>9%</b>	<b>3%</b>	<b>1%</b>
Sample – 2011	97	42%	43%	10%	4%	0%
Sample – 2010	103	50%	40%	8%	2%	0%
Sample – 2009	104	29%	52%	15%	2%	2%
<b>Internship Special Project was a good match for skills/ interest as an intern Sample – 2012</b>	<b>116</b>	<b>34%</b>	<b>41%</b>	<b>18%</b>	<b>7%</b>	<b>1%</b>
Sample – 2011	97	34%	47%	15%	2%	1%
Sample – 2010	103	39%	47%	14%	1%	0%
Sample – 2009	104	26%	48%	17%	8%	1%
<b>Work/projects well-defined Sample – 2012</b>	<b>116</b>	<b>32%</b>	<b>50%</b>	<b>10%</b>	<b>7%</b>	<b>1%</b>
Sample – 2011	95	31%	48%	14%	6%	1%
Sample – 2010	103	32%	49%	13%	7%	0%
Sample – 2009	104	37%	41%	13%	9%	0%

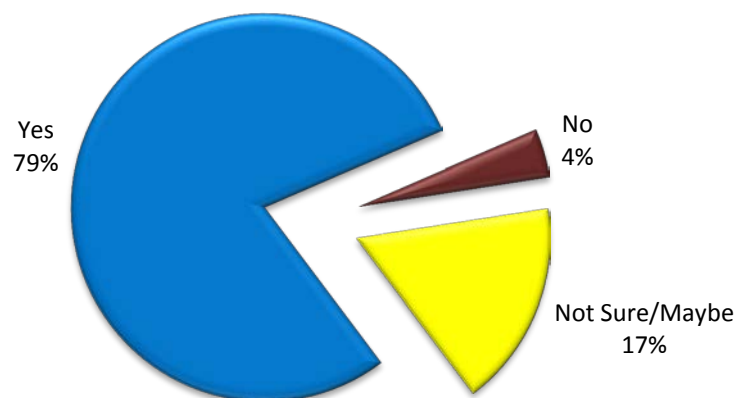
### Recommend Internship Site to Future Students

Interns were asked if they would recommend their internship site for future students (Figure 8). About four-fifths of interns would recommend their internship site. Seventeen percent were not sure if they would; only 4 percent (5 interns) would not.

Although very small in number, the SRC looked at the characteristics of the five interns who would not recommend their internship site. This group of interns:

- ✓ Had an average GPA of 2.8 (below the 2012 average), made less per hour than the average (\$7.85), and worked considerably less hours per week than average (27.6 hours/week).

**Figure 8: Recommend Internship Site for Future Students**



- There were no statistically significant differences between various groups of interns and their willingness to recommend their internship site for future students.

2012 results were very similar to the previous three years (Table 10).

<b>Table 10: Recommend Internship Site for Future Students - <i>Comparison of 2009-2012 Survey Results</i></b>				
	<b>Count</b>	<b>Yes</b>	<b>No</b>	<b>Not Sure/Maybe</b>
<b>Sample – 2012</b>	<b>116</b>	<b>78%</b>	<b>4%</b>	<b>17%</b>
Sample – 2011	96	82%	4%	14%
Sample – 2010	103	82%	4%	14%
Sample – 2009	104	77%	2%	21%

## Professional Development

CAFES interns were asked to indicate how their internship experience contributed to their professional development. At least 4 out of 5 interns either “strongly agreed” or “agreed” that their internship contributed to their professional development in all the ways listed in Figure 9 with the exception of two: supervising or training others, and expecting a job offer after graduation.



- Those interns who earned more than \$12 per hour were more likely to expect a job offer after graduation.

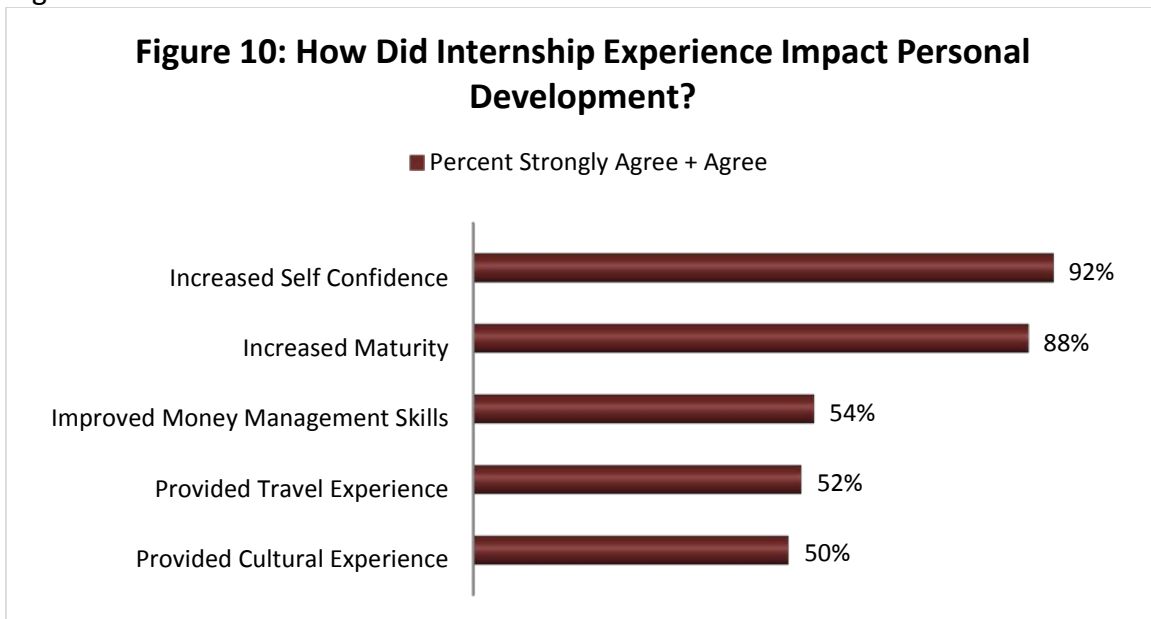
- Interns that worked greater than 40 hours per week were more likely to strongly agree that the internship increased their contact with professionals, increased their confidence in their professional abilities, and to expect a job offer after graduation.
- Interns that worked greater than 40 hours per week were more likely to agree that the internship offered the opportunity to supervise/train others.

When comparing 2012 results with the previous three years, there were few differences (Table 11). The 4-year averages for the combined strongly agree + agree percentages for each statement were all within 5% of 2012 results.

<b>Table 11: How Did Internship Experience Impact Professional Development? - Comparison of 2009-2012 Survey Results</b>					
	<b>Count</b>	<b>Learned New Methods</b>	<b>Gained Practical Experience</b>	<b>Gained Applied Knowledge</b>	<b>Increased Conf. in Professional Abilities</b>
<b>Sample – 2012</b>	<b>116</b>	<b>93%</b>	<b>93%</b>	<b>93%</b>	<b>96%</b>
Sample – 2011	97	87%	92%	94%	92%
Sample – 2010	103	96%	96%	95%	93%
Sample – 2009	104	88%	91%	93%	90%
	<b>Increased Ability to Handle Responsibility</b>	<b>Broadened/ Strengthened On-the-Job Work Habits</b>	<b>Provided Challenge</b>	<b>Improved Time Mgmt. Skills</b>	<b>Learned of Professional Weaknesses</b>
<b>Sample – 2012</b>	<b>92%</b>	<b>91%</b>	<b>90%</b>	<b>90%</b>	<b>87%</b>
Sample – 2011	93%	92%	86%	81%	82%
Sample – 2010	93%	93%	91%	87%	83%
Sample – 2009	92%	89%	82%	86%	80%
	<b>Applied Acquired Classroom Knowledge</b>	<b>Chance to Supervise/ Train Others</b>	<b>Job Offer Expected After Graduation</b>	<b>Increased Contact with Professionals</b>	<b>Learned of Professional Strengths</b>
<b>Sample – 2012</b>	<b>81%</b>	<b>53%</b>	<b>39%</b>	<b>87%</b>	<b>93%</b>
Sample – 2011	77%	59%	47%	91%	87%
Sample – 2010	79%	58%	48%	86%	87%
Sample – 2009	76%	56%	41%	83%	86%

## Personal Development

Figure 10 depicts interns' opinions of the impact of their internship on their personal development. Approximately 9 in 10 interns report increased self-confidence and 88 percent believe that the internship increased their maturity. About one-half of interns reported that their internship provided cultural or travel experiences, and improved their money management skills.



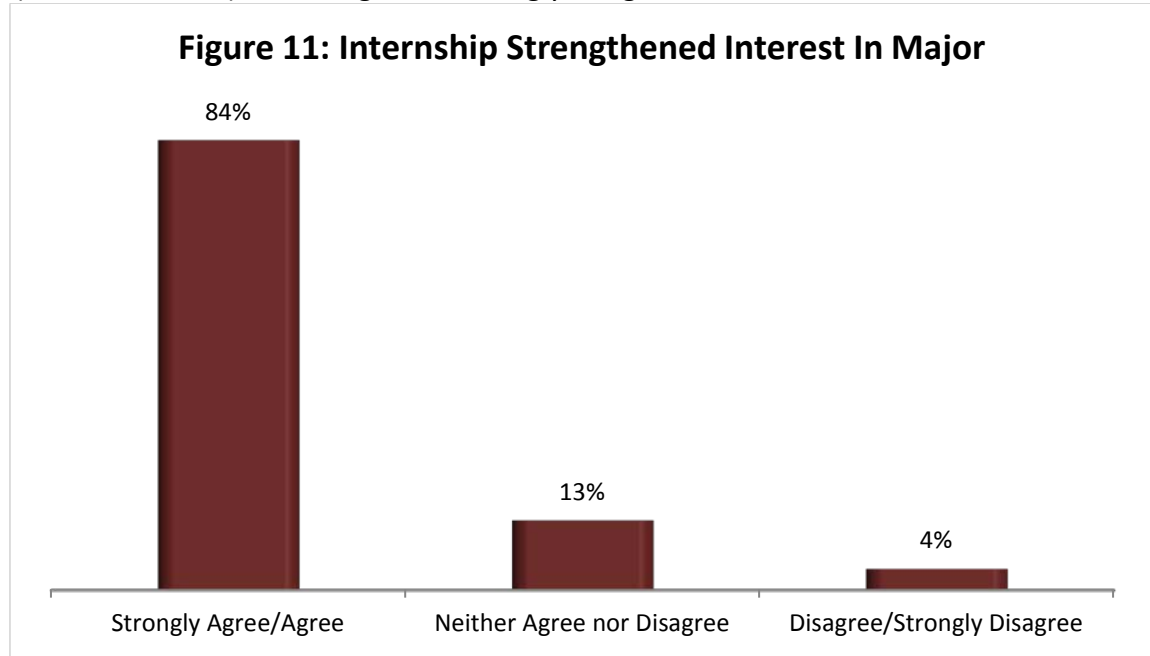
- A higher percentage of males strongly agreed their internship provided travel experience.
- Those earning over \$12 per hour were more likely to agree that their internship improved money management skills and provided travel experience.
- Interns who worked over 40 hours per week were more likely to agree and strongly agree that their internship improved their money management skills, provided travel experience, and provided a cultural experience.

With the exception of providing a cultural experience, all the 2012 internship experiences listed in Figure 10 show an increase from 2011 results (Table 12). 2012 results were more closely aligned with 2010 results.

Table 12: How Did Internship Experience Impact Personal Development? - Comparison of 2009-2012 Survey Results						
	Count	Increased Self Confidence	Increased Maturity	Provided Travel Experience	Improved Money Mgmt. Skills	Provided Cultural Experience
Sample – 2012	116	92%	88%	52%	54%	50%
Sample – 2011	95	81%	78%	47%	47%	51%
Sample – 2010	102	92%	85%	56%	50%	43%
Sample – 2009	104	88%	80%	48%	50%	56%

## Academic Impact

Respondents were asked how their internship experience influenced their interest in their major (Figure 11). The left column highlights the percentage of interns that strongly agree or agree that the internship strengthened interest in their major (84%). The middle column shows the percent of interns who neither agree nor disagree (13%), and the right column reports the few (4%, or 4 interns) that disagree or strongly disagree.



- There were no statistically significant differences between various groups of interns and their opinions about how the internship impacted them academically.

2012 results were similar to the previous years' results (Table 13).

Table 13: Internship Strengthened Interest in Major - Comparison of 2009-2012 Survey Results				
	Count	Strongly Agree + Agree	Neither Agree nor Disagree	Strongly Disagree + Disagree
Sample – 2012	114	84%	13%	4%
Sample – 2011	97	86%	10%	3%
Sample – 2010	103	84%	10%	6%
Sample – 2009	104	85%	13%	2%



## Professional/Personal/Academic Impacts of Internship - Additional Comments

An open-ended question asked interns to describe any other professional, personal, or academic impacts their internship provided. Fifty-four comments were placed into 8 categories (Table 14). The two largest categories of comments focused on future career plans (13 comments) and the experiences and opportunities the internship provided (12 comments).

Table 14: Professional, Personal, or Academic Impacts of Internship		
Topic	Count	%
Career Plans and Future	13	24%
Experience and Opportunities	12	22%
Miscellaneous	7	13%
Networking	6	11%
Insight and Understanding	5	9%
Working With Others	4	7%
Maturity and Self Confidence	4	7%
Applying Classroom Knowledge	3	6%
<b>Total</b>	<b>54</b>	<b>100%</b>

Comments pertaining to career and future plans were mainly from interns whose plans were clarified or confirmed because of their internship.

*"I enjoyed this internship. I came to realize I don't know if I would be interested in doing this for the rest of my life, but while working at the company I was able to find other jobs within the crops degree that I have further interest in. So even though I liked the internship but wasn't a huge fan I was able to find a different interest."*

Interns wrote about their networking opportunities:

*"I saw a large growth in my ability to network and meet with new people. I gained large insight into how relationships are strengthened with other people and how talking with other people should not be intimidating."*

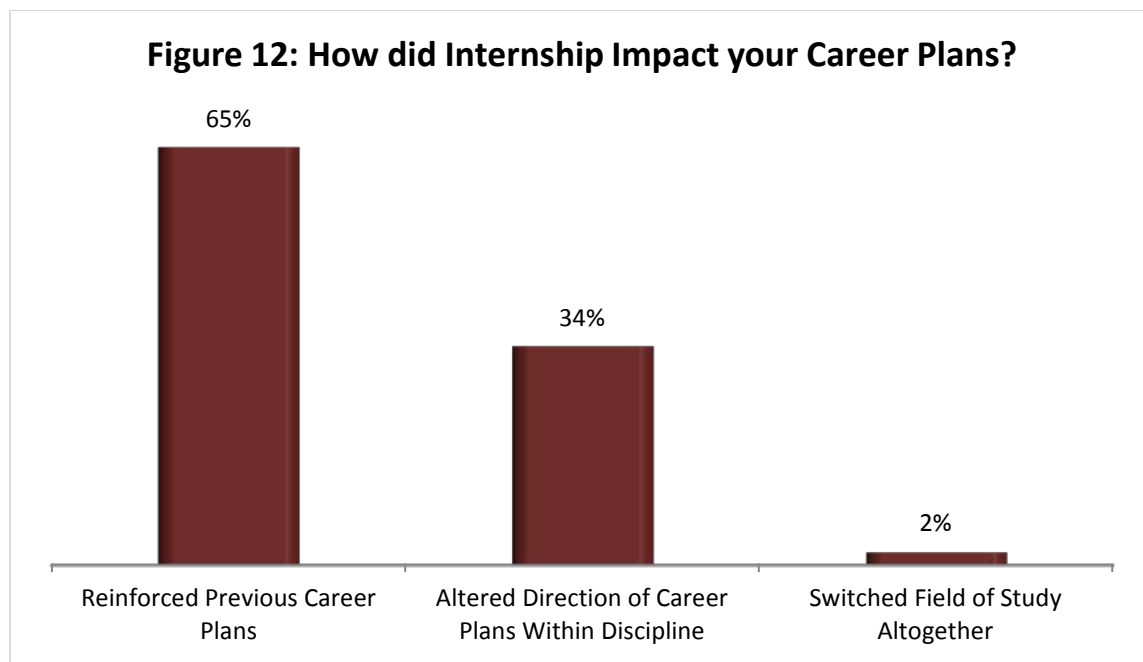
Interns described how their internship offered unique experiences and opportunities:

*"I learned a lot about plants that I wouldn't have seen had I only stayed in Wisconsin or Minnesota. The people were super friendly and overall I had a wonderful experience."*

Other interns wrote that their internship increased insight and understanding, provided insight and understanding, allowed them to use their classroom knowledge, and increased maturity and self-confidence. All responses to this question are included in Appendix A, Question 21.

## Career Plans

The survey asked interns to reflect on how their internship influenced their career plans. The data in Figure 12 indicates that a majority of internships reinforced a student's previous career plans. However, a substantial proportion (about one-third) altered their career plans within their discipline. Two interns reported a switch from their field of study.



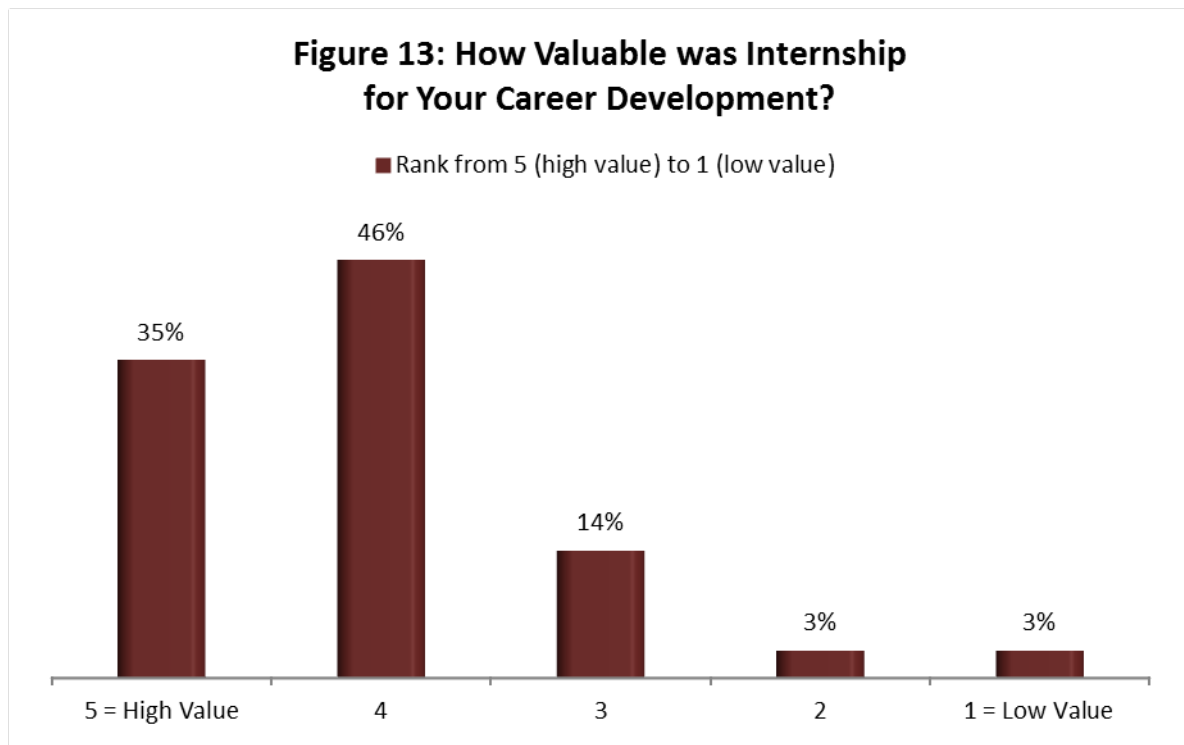
- There were no statistically significant differences between various groups of interns and their opinions about how the internship impacted their career plans.

2012 interns were slightly less likely (-4%) to say that their internships reinforced their previous career plans compared to 2011 (Table 15).

Table 18: How Did Internship Impact Your Career Plans? - Comparison of 2009-2012 Survey Results				
	Count	Reinforced Previous Career Plans	Altered Direction of Career Plans within the Discipline	Decided to Switch Field of Study Altogether
Sample – 2012	116	65%	34%	2%
Sample – 2011	97	69%	31%	0%
Sample – 2010	104	62%	36%	3%
Sample – 2009	103	58%	41%	1%

## Internship Value

A segment of the questionnaire asked interns how valuable (low to high value) their internship was in terms of career development; their responses are summarized in Figure 13. Over one-third (35%) ranked the value of their internship a “5” or the highest value on the scale. Forty-six percent of interns ranked the internship a “4”. Fourteen percent believed the internship was of “average” value in terms of career development. Three percent of interns gave his or her internship a “2” or “1” (lowest values).



The willingness to recommend an internship site (see Figure 8) is aligned with the value placed on an internship (Figure 13). Eighty-four percent of interns that rated the value of their internship (in terms of career development) a 4 or 5 would recommend their internship site for future students compared to fifty-eight percent that rated the value of their internship a 2 or 3. Those interns who worked more than 40 hours per week were more likely to think their internship was more valuable for their career development.

Fewer 2012 interns placed their internship in the highest category than any of the previous years (Table 16).

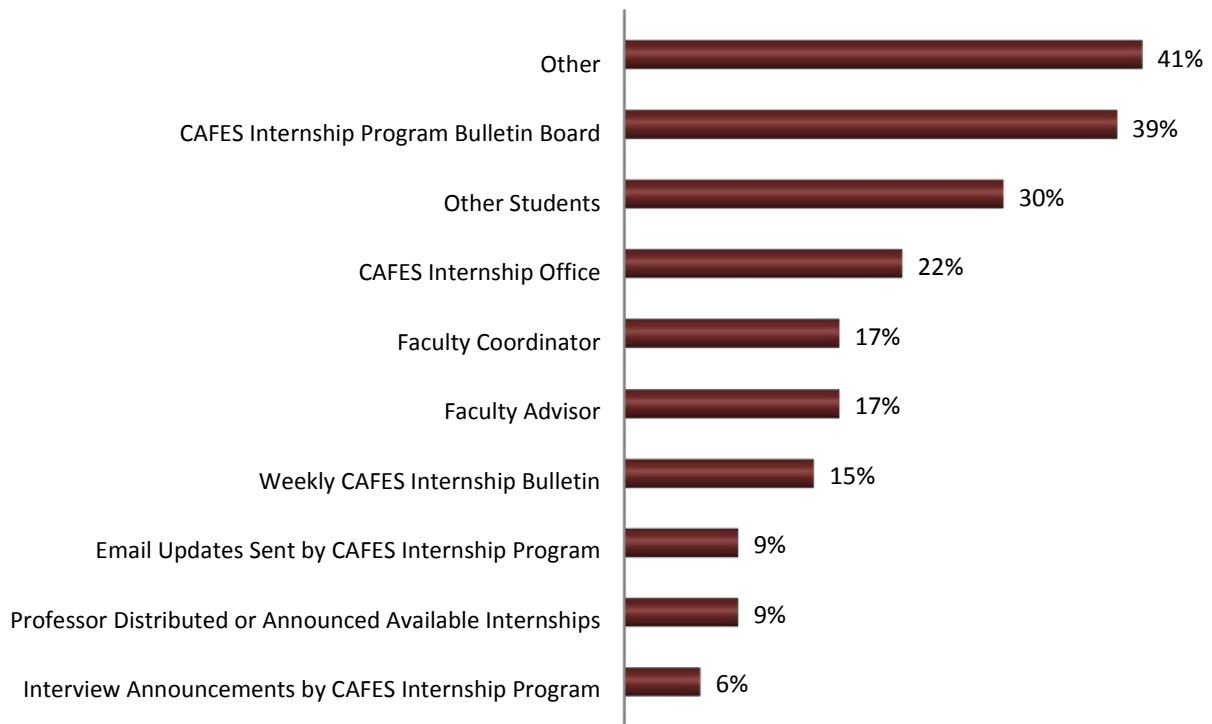
<b>Table 16: How Valuable was your Internship for your Career Development? – Comparison of 2009-2012 Survey Results</b>						
	<b>Count</b>	<b>5 High Value</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1 Low Value</b>
<b>Sample – 2012</b>	<b>116</b>	<b>35%</b>	<b>46%</b>	<b>14%</b>	<b>3%</b>	<b>3%</b>
Sample – 2011	96	40%	35%	19%	6%	0%
Sample – 2010	104	47%	35%	16%	2%	0%
Sample – 2009	104	40%	35%	21%	4%	0%

## **UWRF CAFES Internship Program – Resources and Services**

### Resources Used in Learning about Internship Opportunities

Interns were asked which resources they used in learning about internship opportunities. Approximately 2 out of 5 interns used “other” resources (Figure 14). All “other” resources can be found in Appendix A. Thirty-nine percent of interns used the CAFES Internship Program Bulletin Board in learning about internship opportunities. The least utilized resource was interview announcements posted by the CAFES Internship Program. The average number of resources CAFES interns used when learning about internship opportunities was two resources/per intern.

**Figure 14: Resources Used in Learning about Internship**



- Females were more likely to use other students to learn about internship opportunities.
- Interns earning less than \$12 per hour were more likely to have learned about internship opportunities from a faculty coordinator or advisor.
- Interns with a GPA over 3.0 were more likely to learn about internship opportunities from a faculty coordinator.

Compared to 2011, 2012 CAFES interns increased their usage of 2 of the 9 resources described in Figure 14 (Table 17). The two resources showing increased use by interns for internship opportunities were hearing about internship opportunities from other students (+4% from 2011), and from a faculty coordinator (+3%). The other resources were utilized less frequently or at the same rate (internship bulletin) as 2011. Of particular note is the decreased use in 2012 of a faculty advisor (-14% from 2011, -17% from 2010, and -9% from 2009).

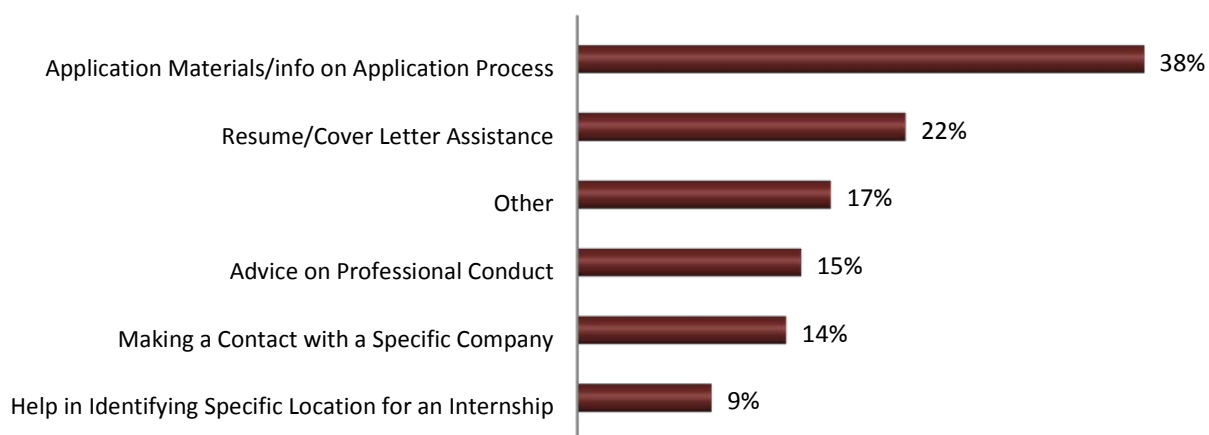
<b>Table 17: Resources Used in Learning about Internship Opportunities - Comparison of 2009-2012 Survey Results</b>						
	<b>Count</b>	<b>Faculty Advisor</b>	<b>CAFES Internship Program Bulletin Board</b>	<b>CAFES Internship Office</b>	<b>Other Students</b>	<b>Faculty Coord.</b>
<b>Sample – 2012</b>	<b>116</b>	<b>23%</b>	<b>39%</b>	<b>22%</b>	<b>30%</b>	<b>17%</b>
Sample – 2011	97	37%	42%	23%	26%	14%
Sample – 2010	104	40%	40%	34%	29%	29%
Sample – 2009	104	31%	34%	24%	26%	25%
	<b>Count</b>	<b>Email Updates Sent by Internship Program</b>	<b>Weekly CAFES Internship Bulletin</b>	<b>Professor Announced Avail Internships</b>	<b>Posted Interview Announcements</b>	
<b>Sample – 2012</b>	<b>116</b>	<b>9%</b>	<b>15%</b>	<b>9%</b>	<b>6%</b>	
Sample – 2011	97	15%	20%	26%	10%	
Sample – 2010	104	23%	20%	13%	12%	
Sample – 2009	104	19%	28%	14%	7%	

#### Services Provided by CAFES Internship Faculty Coordinators

As shown in Figure 15, approximately 2 in 5 interns reported that their faculty coordinator assisted with application materials or provided information regarding the application process. About one-fifth received resume/cover letter assistance. Fifteen percent of interns utilized their faculty coordinator to get advice on professional conduct or “other” services. Appendix A contains all “other” responses.

CAFES interns utilized an average of one Faculty Coordinator service when securing their internship.

**Figure 15: Services Provided by CAFES Internship Faculty Coordinator in Securing an Internship**



2012 interns were less likely than 2011 interns to use all of the services provided by faculty coordinators (Table 18). Interns earning less than \$12 per hour were more likely to use the CAFES internship faculty coordinator to use contact with a specific company.

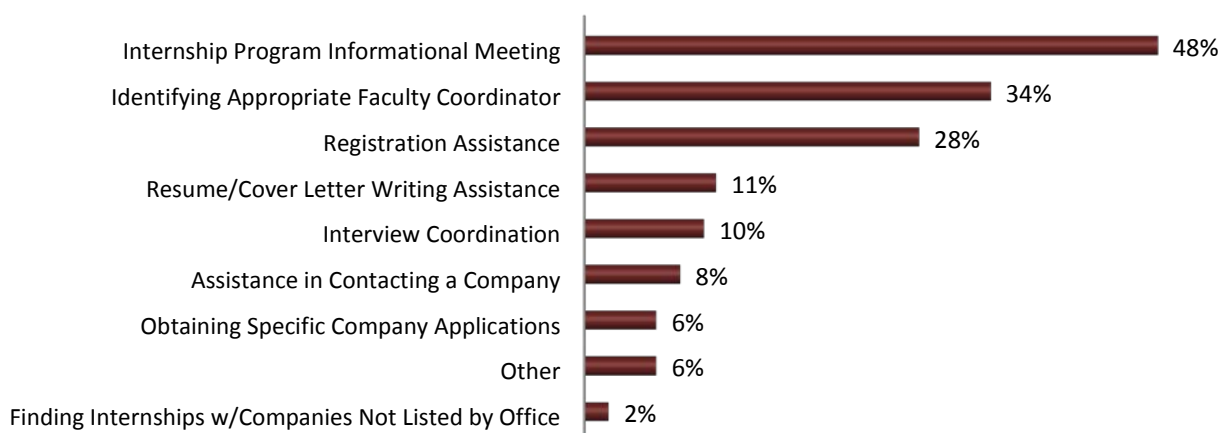
**Table 18: Services Provided by CAFES Internship Faculty Coordinator in Securing Internship - Comparison of 2009-2012 Survey Results**

	Count	Application Materials	Advice on Professional Conduct	Resume/Cover Letter Assist.	Making Contact with a Specific Co.	Identifying Specific Internship Location
<b>Sample – 2012</b>	<b>116</b>	<b>38%</b>	<b>15%</b>	<b>22%</b>	<b>14%</b>	<b>9%</b>
Sample – 2011	97	42%	19%	26%	15%	13%
Sample – 2010	104	47%	27%	20%	18%	8%
Sample – 2009	85	35%	25%	38%	40%	21%

#### Services Provided by CAFES Internship Office

Nearly one-half of CAFES interns reported that the internship program informational meeting was a service they utilized in securing their internship (Figure 16). About one-third of interns used the CAFES Internship Office to help them identify the appropriate faculty coordinator and assist with registration. The other services listed were used by relatively few interns: interview coordination, resume/cover letter writing assistance, assistance with contacting a company, obtaining application materials, and assistance with finding available internships with companies not listed by the CAFES Internship Office. The “other” category (6%) consisted mainly of interns that specified that they did not use services provided by the CAFES Internship Office to secure their internship. Appendix A contains the complete list of “other” responses. On average, interns used two services provided by the CAFES Internship Office when securing their internship.

**Figure 16: Services Provided by CAFES Internship Office in Securing Internship**



Interns earning less than \$12 per hour were more likely to use the CAFES internship office to identify an appropriate faculty coordinator while interns earning more than \$12 were more likely to use interview coordination services provided by the CAFES internship office.

Compared to 2011, 2012 CAFES interns decreased the usage of five services provided by the CAFES Internship Office services when securing an internship (Table 19). There were increases in attending the internship program meeting and identifying an appropriate coordinator. Registration assistance remained the same at 28 percent.

**Table 19: Services Provided by CAFES Internship Office in Securing Internship - Comparison of 2009-2012 Survey Results**

	Count	Internship Program Explanation/ Info Meeting	Identifying Appropriate Coordinator	Registration Assistance	Resume/ Cover Letter Assistance
<b>Sample – 2012</b>	<b>116</b>	<b>48%</b>	<b>34%</b>	<b>28%</b>	<b>11%</b>
Sample – 2011	97	37%	27%	28%	16%
Sample – 2010	104	51%	44%	34%	18%
Sample – 2009	94	56%	28%	36%	27%
	Interview Coordination	Assist in Contacting Company	Assist Finding Internships Not Listed by Office	Obtaining Specific Company Applications	
<b>Sample – 2012</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>6%</b>	
Sample – 2011	16%	10%	5%	10%	
Sample – 2010	13%	10%	9%	9%	
Sample – 2009	17%	18%	12%	16%	



## Suggestions

Interns were asked to provide suggestions as to how the CAFES Internship Office or their Faculty Coordinator could improve the Internship Program. Of the forty-seven written responses, 38 percent were positive sentiments about their internship experience, 17 percent dealt with reports and requirements, 19 percent provided specific internship program suggestions, and 11 pertained to faculty coordinators/advisors (Table 20). Examples of the comments are provided below. The complete compilation of comments can be found in Appendix A, Question 27.

Intern with a positive internship experience:

*"As for me I think everything that I needed to find out I was able to in an organized and easy way."*

Comment regarding weekly reports:

*"I suggest using less weekly reports over the summer due to the fact that many weeks asked the same questions. Also change it so they must be mailed in because, I had trouble getting mine submitted through the online submittal process the first few weeks."*

Other interns provided suggestions for improvement to the internship program:

*"Not require students to pay for the 4 credits. With having worked 50 to 60 hours a week I thought I would have a decent amount of money saved up. But having to pay for summer tuition, paying rent, and groceries I didn't have any money left over for fall."*

*"Improved contact by Faculty Coordinator. I present next week and I have no idea what I am presenting on. She was also late showing up to my visit by a half an hour. This meant not meeting with my supervisor. The weekly reports should be closer related to journal entries rather than a straight list of questions. Also, the number of learning objectives for communication should be greater for a communications major like me than for instance, business objectives. A three credit internship would also be helpful rather than only the option of 2 or 4."*

Table 20: Suggestions to Improve the Internship Program		
Topic	Count	%
Positive Statements	18	38%
Weekly Reports/Requirements/Project	8	17%
Internship Program Assistance/Suggestions	9	19%
Faculty Coordinator/Advisor	5	11%
Miscellaneous	7	15%
<b>Total</b>	<b>47</b>	<b>100%</b>

## Conclusions

The 2012 analysis concludes:

- Most interns (84%) report a strengthened interest in their major after their internship experience.
- 2012 interns are not quite as likely to recommend their internship site for future students (79%) as 2011 and 2010 interns (both at 82%) and are more likely to recommend their site than 2009 interns (77%).
- The average hourly pay rate per hour for 2012 CAFES interns was \$9.24. This hourly rate is forty-three cents lower than the 2011 internship average of \$9.67. The average number of hours worked per week was 42 hours, which is 1 hour more than the 2011 average.
- Thirty-four percent of interns stated that their internship altered the direction of their career plans within their discipline.
- Thirty-five percent of interns ranked the value of their internship a “5” or the highest value on the scale and three percent of interns rated their internship a “1” (lowest value on the scale).
- More than 90 percent of interns believe their internship increased their confidence in professional abilities, learned new methods/procedures, learned of professional strengths, gained practical experience in field, gained applied knowledge in field, increased ability to handle responsibility, and broadened/strengthened on-the-job work habits.
- Nearly four in ten interns expect a job offer after graduation based on their internship experience.

## Appendix A: Written Comments: 2012 CAFES Internship Program Evaluation

### 2. Major

- Conservation (22x)
- Ag Business (18x)
- Dairy Science (15x)
- Horticulture (9x)
- Ag Marketing & Communications (8x)
- Crop and Soil Science (7x)
- Animal Science (6x)
- Ag Education (5x)
- Ag Engineering Technology (5x)
- Food Science (5x)
- Ag Studies (4x)
- Environmental Science (2x)
- Ag Business, Mar Comm.
- Ag Econ
- Ag Education and Dairy Science
- Ag Education and Theatre Arts
- Ag Major
- Animal Science and Dairy Science
- Conservation and Field Biology
- Horticulture & Crop Science

### 2. Minor

- Ag Business (11x)
- Animal Science (10x)
- Dairy Science (7x)
- Biology (6x)
- Crop and Soil Science (3x)
- Crop Science (3x)
- Food Science (2x)
- GIS (2x)
- Music (2x)
- Ag Engineering
- Coaching
- Community Planning
- Criminal Justice
- Crop Science & Ag Engineering
- Crops and Ag Business
- Farm Management and Horticulture
- Forestry
- Geology
- Horticulture
- Mechanical Systems
- Outdoor Education
- Prof. Options
- Soil Science
- Sustainable Ag

### 2. Current GPA

- |            |             |            |
|------------|-------------|------------|
| • 1.978    | • 2.406     | • 2.731    |
| • 2.0 (4x) | • 2.47      | • 2.75     |
| • 2.2 (4x) | • 2.5 (5x)  | • 2.777    |
| • 2.25     | • 2.6 (3x)  | • 2.78     |
| • 2.261    | • 2.633     | • 2.8 (6x) |
| • 2.3 (3x) | • 2.64 (2x) | • 2.819    |
| • 2.321    | • 2.69      | • 2.83     |
| • 2.382    | • 2.7 (7x)  | • 2.85     |
| • 2.4 (2x) | • 2.707     | • 2.9 (4x) |

- |                   |                   |                   |
|-------------------|-------------------|-------------------|
| • 2.95            | • 3.3 <b>(3x)</b> | • 3.66            |
| • 2.958           | • 3.32            | • 3.7 <b>(3x)</b> |
| • 2.98            | • 3.356           | • 3.8             |
| • 3.0 <b>(8x)</b> | • 3.365           | • 3.833           |
| • 3.1 <b>(3x)</b> | • 3.392           | • 3.85            |
| • 3.194           | • 3.4 <b>(4x)</b> | • 3.87            |
| • 3.2 <b>(6x)</b> | • 3.489           | • 3.9 <b>(2x)</b> |
| • 3.211           | • 3.5 <b>(2x)</b> | • 3.923           |
| • 3.259           | • 3.577           | • 3.93            |
| • 3.283           | • 3.6             | • 4.0             |

**8. Please provide the name of the company or organization where you completed your internship**

- |   |   |
|---|---|
| • Hartung Brothers Inc. <b>(5x)</b>                     | • Crescent Meats  |
| • Ag Star Financial Services <b>(3x)</b>                | • Crex Meadows Wildlife Area, DNR                             |
| • Accelerated Genetics <b>(2x)</b>                      | • CRI Genex   |
| • Agronomy Services Plus Inc. <b>(2x)</b>               | • CWMF, LLC.  |
| • Central Valley Co-op <b>(2x)</b>                      | • Dairy Management Inc.                                       |
| • Kinnickinnic River Land Trust <b>(2x)</b>             | • Easter Seals Wisconsin                                      |
| • WinField Solutions <b>(2x)</b>                        | • Extended Ag Services, Inc.                                  |
| • 4-Control   | • Farmers Coop Supply & Shipping Assn. and WinField Solutions |
| • Ag Ventures   | • Fertilawn   |
| • Alta Genetics Inc.                                    | • Five Star Dairy   |
| • Animart, Inc.   | • Funkie Gardens  |
| • Archer Daniels Midland                                | • Genex   |
| • Badgerland Financial                                  | • Gold Finch Farms  |
| • Ball Horticultural                                    | • Green Bay Botanical Garden                                  |
| • Beskar Partners                                       | • Hall's Calf Ranch   |
| • Blue Sky Animal Hospital                              | • Harvest Tec   |
| • Brown County Fair Association                         | • Hinchley's Dairy  |
| • Cherokee Garage                                       | • Hodgman Drainage Company, Inc.                              |
| • CHS Inc.  | • Horse Creek Holsteins                                       |
| • City of Cottage Grove                                 | • Hutchinson Coop   |
| • City of Forest Lake                                   | • Innovative Seed and Consulting                              |
| • City of Minneapolis Park and Recreation- Lyndale Park | • Interglobe Genetics   |
| • Como Park Zoo & Conservatory                          | • Lake Country Dairy  |
| • Country Care Pet Hospital, LLC                        | • Lakeside Foods Mondovi                                      |
| • Countryside Cooperative Agronomy                      | • LeAllan Huppert Farms                                       |

- M Lacy C Ranch
- MacDon Industries
- Mach Angus
- Magnusson Veterinary Services
- Marathon County Conservation, Planning & Zoning
- Milk-N-More Harvesting LLC
- Minnesota Children's Museum
- Minnesota Department of Agriculture: Dairy and Food Inspection Division
- Minnesota Department of Natural Resources
- Minnesota Zoo - Wells Fargo Farm
- MPCA
- North Dakota Game and Fish
- North Olympic Land Trust
- Partnership in Progressive Agriculture
- Peterson Family Dairy
- Pfizer animal health
- Pierce County 4-H Youth Extension
- Pioneer Hi-Bred
- Polenske Agronomic Consulting
- Premier Cooperative
- ProbioticSmart.com
- Red & White Dairy Cattle Association
- Rice Lake Weighing Systems
- River Country Coop
- Rose Publications LLC
- Roseville Wildlife Rehabilitation Center of Minnesota
- Sarah P. Duke Botanical Gardens
- Sargents Nursery
- Sassy Cow Creamery
- Seneca Foods
- Seymour Flour Mill
- So Minn Agronomics
- South Branch Dairy Inc.
- St. Croix County Extension
- Stangl Land Management
- The Wildlife Rehab Center
- The Wildlife Rehabilitation Center of Minnesota
- U.S. fish and Wildlife
- United Ag Services, LLC.
- University of Minnesota Rice County 4-H Extension
- US Fish and Wildlife St. Croix Wetland Management District
- USDA-NRCS Office
- UWRF Dairy Plant
- UWRF Facilities Management
- Valley Agricultural Software
- Vita Plus Corporation
- WI DNR
- Wildlife Rehabilitation Center of MN
- Winnebago County Health Department
- Wisconsin Answer Plot
- Wisconsin Cranberry Discovery Center
- Wisconsin Horse Pullers Association
- Wisconsin State Fair Park
- WisCorps
- Wyttenbach Meats LLC

### ***9. Location of Internship***

- River Falls WI **(5x)**
- Baldwin WI **(4x)**
- Roseville MN **(4x)**
- Saint Paul MN **(4x)**
- Bowling Green OH **(3x)**
- Madison WI **(3x)**
- Wisconsin **(3x)**
- Claremont MN **(2x)**
- Columbus WI **(2x)**
- Ellsworth WI **(2x)**
- Hudson WI **(2x)**
- Menomonie WI **(2x)**

- New Richmond WI **(2x)**
- Owatonna MN **(2x)**
- Red Wing MN **(2x)**
- Rochester MN **(2x)**
- Wausau WI **(2x)**
- West Salem WI **(2x)**
- Alma WI
- Apple Valley MN
- Appleton WI
- Ashland WI
- Bangor WI
- Baraboo WI
- Beaver Dam WI
- Bloomington MN
- Bonduel WI
- Cadott WI
- Chicago IL
- Clinton WI
- Clintonville and Manawa WI
- Colby WI
- Coleman WI
- Coloma WI
- Copas MN
- Cottage Grove MN
- De Pere WI
- Devils Lake ND
- Durand WI
- Durham NC
- Elk Mound WI
- Ellendale MN
- Faribault MN
- Forest Lake MN
- Freeport IL
- Gillett WI
- Grand Meadow MN
- Grantsburg WI
- Green Bay WI
- Hanska MN
- Janesville WI
- Kewaunee WI
- La Crosse WI
- Lake George CO
- Lakefield MN
- Lester Prairie MN
- Mankato MN
- Mazomanie WI
- Minneapolis MN
- Mondovi WI
- Northfield MN
- Phoenix Area AZ
- Pontiac IL
- Port Angeles WA
- Prairie du Sac WI
- Randolph MN
- Rice Lake WI
- Rockford IL
- Seymour WI
- Shawano WI
- Shoreview MN
- Sparta WI
- Spring Valley WI
- St. Charles MN
- Star Prairie WI
- Stevens Point WI
- Sturgeon Lake MN
- Tulare CA
- Turtle Lake WI
- Warrens WI
- Washburn WI
- Watertown WI
- West Allis WI
- West Chicago IL
- Wheeler WI
- Wyoming MN

#### **10. Housing 'Other' (during internship)**

- Fraternity House
- Friend's house
- Grandparents
- Hosted by a family that I found through church
- Lived at my sister's house
- Lived with a friend; rent free
- Lived with best friend/her family
- Lived with Family
- Lived with grandparents
- Slept on job

#### **11. Pay Rate Per Hour:**

- |               |                 |                |
|---------------|-----------------|----------------|
| • \$3.12      | • \$9.00 (8x)   | • \$12.21      |
| • \$3.125     | • \$9.25        | • \$12.50 (2x) |
| • \$5.60      | • \$9.50 (2x)   | • \$13.00 (5x) |
| • \$6.00+     | • \$10.00 (19x) | • \$13.50      |
| • \$7.00      | • \$10.50 (3x)  | • \$13.75      |
| • \$7.25 (2x) | • \$10.57       | • \$14.00 (7x) |
| • \$7.50 (2x) | • \$10.62       | • \$15.00 (2x) |
| • \$7.75      | • \$11.00 (6x)  | • \$16.00 (3x) |
| • \$8.00 (5x) | • \$11.25       | • \$2800/month |
| • \$8.25      | • \$11.30       | • Salaried     |
| • \$8.50      | • \$11.50 (2x)  | • Unpaid (13x) |
| • \$8.75 (2x) | • \$12.00 (10x) | • Volunteer    |

#### **12. Average number of hours worked each week:**

- |           |            |              |
|-----------|------------|--------------|
| • 6       | • 38       | • 60+        |
| • 15 (3x) | • 40 (36x) | • 63         |
| • 18      | • 40+      | • 65 (2x)    |
| • 20 (7x) | • 43       | • 70         |
| • 25 (2x) | • 44+      | • 80 (2x)    |
| • 30 (4x) | • 45 (8x)  | • 20-25      |
| • 32      | • 47.5     | • 25-30      |
| • 34      | • 50 (9x)  | • 32-40      |
| • 35 (2x) | • 50+      | • 40-50 (3x) |
| • 35.7    | • 55       | • 40-85      |
| • 36 (2x) | • 60 (7x)  | • 40-90      |

- 42-45
- 45-50 (2x)
- 50-60 (3x)
- 70-75
- Varied

**21. Please describe any other professional, personal, or academic impacts your internship has provided: (54 responses)**

**Career Plans – Future (13 responses)**

- By working with the fish and wild life it opens many doors for future jobs.
- Help me see what I want to do in the future.
- I enjoyed this internship. I came to realize I don't know if I would be interested in doing this for the rest of my life, but while working at the company I was able to find other jobs within the crops degree that I have further interest in. So even though I liked the internship but wasn't a huge fan I was able to find a different interest.
- I feel like the internship helped me to gain better experience in having a general job. I was disappointed in the lack of relevance to my major but because of this I realized how much I really want to work in conservation; throughout the entire summer I longed to actually get assigned projects that actually related well to my major. I did gain confidence in myself this summer. I got a lot of public speaking experience through this job which will apply well to a job in a national or state park someday which is what I hope to do for my career. I also have experience in prepping for classes, interpretive talks, and educational talks which also has prepared me for a job in a park. I just wish the internship was more specific to conservation. So my plan after graduating in December is to look for an internship that will be better suited to my career goals.
- I know now for sure that I would strongly prefer to not have to work in an office for the entire day because it is hard to look at a computer screen all day and input things. I would much rather have jobs where I can be in and out throughout the work day.
- I learned that while my internship was very interesting the amounts of centers like it are very few so it would not be a very good option to focus on as a career.
- It gave me a clearer view of what would be required in Horticulture jobs. I also learn better by doing so it helped me learn some aspects that I may have had problems doing before.
- My internship gave me a chance to see different areas in which I could use my major. These include finance, insurance sales, and appraisal. I was reasonably sure that I wanted to pursue a career in finance before my internship. Now I am positive that I am headed in the right direction, and I have referrals to help me along.
- My internship with MacDon Ind. helped me realize what my true potentials are as well as how important internships can be to a college student. Gaining knowledge both on a company in my field and what I can expect as far as job placement after I graduate.
- Professional direction to a career path in that field and others
- Reaffirmed my career choice.



- Through my internship, I have learned that it can be extremely difficult to work with family members. I am unsure if a managerial position is something I would like to do for a career. I think I would do a better job managing other people over family. Sometimes dealing with customers can be difficult and learning to keep patient is something I'm working on. I think I need to take more agronomy classes to gain a better general knowledge base in that field of study.
- Throughout my internship I grew more and more interested in the cropping aspect of agriculture and want get more in depth of what is really out there.

#### **Classroom Knowledge (3 responses)**

- Basically took the ideas and concepts learned in class and applied them to the real world.
- Many of the tasks will help with my classes because I will have that experience and knowledge to reference or use in class.
- My experience during the internship will help me pick electives.

#### **Experience and Opportunities (12 responses)**

- A very different experience in a very different work environment. Eye opening industry differences geographically.
- Ability to problem solve by the seat of my pants.
- I learned a lot about plants that I wouldn't have seen had I only stayed in Wisconsin or Minnesota. The people were super friendly and overall I had a wonderful experience.
- It provided me with great references and also gave me experience working individually.
- My internship provided me with a range of different work experience opportunities that has helped me to gain more knowledge of wildlife management practices.
- Really allowed me to practice meeting with new people and ability to take on responsibility of being looked upon for answers to grower's questions.
- Really gave me that hands on learning experience that helps me learn best.
- The choice to accept an internship with WinField Solutions LLC was truly the best decision I have made throughout my academic career. Not only did I improve myself professionally and personally through the experience, but I was also able to network with many professionals in the field. I now am fully confident that I have security in my career and cannot wait to graduate so that I can apply all of this new knowledge.
- The internship strengthened my love of Conservation. I have been working as a volunteer for Washington state since I was about 12 years old, and it gave me a nice change of pace and experience to experience the other side of the door.
- The internship with Vita Plus was a great experience and I wouldn't change it for another. I didn't do a huge out of the ordinary project or anything special because I was the intern. I participated in the regular day-to-day duties, activities and tasks. This provided a great opportunity to see what the marketing sector of companies is like. If I could do the internship again, I 100% would!

- This was a great hands-on experience. The Red & White Association is a growing association for Red & White Dairy Cattle breeders and was an opportunity of a lifetime to represent this growing, and high demanding association to members and current breeders. This is the perfect internship for first time intern's perusing a degree in Ag Marketing and Communications.
- Understand better professional courtesy as well as what it means to take on responsibility in the real world.

#### **Insight and Understanding (5 responses)**

- I learned how a corporation is run and I am not sure yet whether I agree or disagree with it.
- I was able to attend the World Pork Expo which really helped with development. I was able to see a lot of new technology and talk with vendors to learn more about the industry.
- It provided a broader view of the dairy industry, and gave me key insights into professionals and aspects of the local industry
- It was very informational about the profession and job as a whole. I learned a lot about the procedures and what to look for.
- This is the second year I have been employed at Lyndale Park, so most of what I learned last year was refresher tasks; due to this, I was given more responsibility than the other seasonal workers. One of my tasks was to fill-in as the Rose Gardener when he was on vacation; this week taught me how to budget time and employees to effectively maintain the garden to a set standard; this week also showed me how to handle stress and obstacles professionally.

#### **Maturity and Self Confidence (4 responses)**

- Dealing with tons of responsibility
- I am much more comfortable with a variety of animals and am much more confident in executing animal management because of my internship.
- The most important impact that my internship had on my personal development is I learned how to communicate with clients in a professional way and still form a relationship with them. That healthy balance taught me a lot about myself and those that I was in close contact.
- Working at AgStar made me feel more confident in myself and the work I do. After working as a professional all summer, and continuing my work there part time, it was hard to transition back into student-mode. Working for a real-world workplace had an influence on my decision to graduating early!

#### **Misc (7 responses)**

- I already have good work ethic and was told that within the first week and through the experience, as well as my communication skills.
- I decided to double major in Horticulture and Crop Science after the Internship.
- I was able to identify some real strengths and interests that I came by naturally. With the new found knowledge, I chose to take additional classes and move my graduation from fall to spring. I feel strongly that the additional classes can only strengthen my ability to offer a very well rounded and competitive resume to future employers.

- If I ever had an internship again I would go through the internships provided by the school instead of finding one myself and having it approved.
- It made me want to work with 4-H more.
- Learned how to cope with being away from loved ones
- This internship really hit home for me. I am currently enrolled in Equine Science, but after this internship and my experiences at home on the farm I am strongly debating switching my major to crop and soil science.

#### **Networking (6 responses)**

- Helped me to build relationships with those who I will someday be working with and the culture of students I will be teaching.
- I got to meet so many new people and interact with the core members of the Wisconsin Horse Pullers Association. It was great to learn so much and talk with other equine enthusiasts.
- I made friends not on a professional level though.
- I saw a large growth in my ability to network and meet with new people. I gained large insight into how relationships are strengthened with other people and how talking with other people should not be intimidating.
- My internship provided a great professional setting along with personal connections and contacts. Also I have learned a lot by having a more hands on approach to what I have been learning about in classes.
- This particular internship gave me an idea of what I could, which is not bad, but it would not be my first choice of careers. The content of this internship was not challenging enough, but my social skills were challenged. It was a cultural experience for me. What I pulled out of it the most was communication skills.

#### **Working with Others (4 responses)**

- Dressing professionally and being sure to talk to vendors and clients professionally on the phone has built my professionalism a lot when coming to talking to others on a professional level.
- It gave me the chance to increase my managerial skills and people skills especially with non-English speaking employees.
- My internship helped me improve my communication skills between customers
- My internship really helped me to build my customer service skills.

### ***24. Which resources did you use in learning about internship opportunities? 'Other': (48 responses)***

#### **Own Research (14 Responses)**

- Found on my own (5x)
- Asked privately for internship opportunity directly to the company
- Dairy Shrine website

- Found on ND Game and Fish Website
- I made a phone call to a local vet office
- I searched for sites in Rockford, IL related to my major and applied to them
- Online
- Online Job source: [www.indeed.com](http://www.indeed.com)
- Organized personally since no internships in my major were offered near my hometown area
- WRC website

#### **Personal Contacts (20 Responses)**

- Family (3x)
- Family Friend (2x)
- Personal Contacts (2x)
- All From Dr. Sanden
- Brother
- Businesses that my Dad works with on our family dairy farm
- Employee of business
- Family nutritionist
- Hometown company
- Other Ag support staff
- Past Intern of the Red & White Association
- Personal friend of my internship supervisor
- Professional contacts
- Rose Gardener at Lyndale Park
- Through connections
- Word of mouth

#### **Career Fair & Other Services (8 Responses)**

- Career Fair (5x)
- Career Fair and speakers at club meetings
- Club meeting - guest speaker
- Engineering internship/job bulletin board

#### **Prior Employment & Prior Internship (1 Responses)**

- Hartung Brothers contacted me after previously working with them

#### **Miscellaneous (5 Responses)**

- Accidentally met a guy and we decided to work together
- Company itself
- County 4-H newsletter
- I created my own internship
- Previous Offer

**25. What services provided by CAFES Internship Faculty Coordinators did you use in securing an internship? 'Other': (18 Responses)**

- None (6x)
- Called the employer directly
- Career fair
- Contacted and made arrangements myself
- Genetics Terminology
- Help creating my internship project
- I did it myself
- I found it myself so I just needed them for paper work.
- It was offered to me
- Letter of recommendation
- NA, I found and secured this internship on my own.
- None. AgStar came to me, and I worked directly with them until I learned I needed credits.
- Secured internship before I even met my faculty coordinator

**26. What services provided by the CAFES Internship Office did you use in securing an internship? 'Other': (7 Responses)**

- None (7x)

**27. Please list your suggestions as to how the CAFES Internship Office or your Faculty Coordinator could improve the Internship Program. (47 Responses)**

**Availability (4 responses)**

- Be more available in the internship office.
- CAFES Internship Office could have used more office hours or true office hours.
- It was hard getting information from the office. They were always busy so sometimes it was hard to contact them throughout the summer or acquire feedback quickly.
- My advisor was difficult to reach at times.

**Better Direction (5 responses)**

- At the initial meeting explain what the final paper expectations are
- I think that it would be helpful to really stress EARLY on the importance of timing in searching for internships. I really didn't have a clue that I needed to have been searching so early (late fall semester and early spring semester) to find an internship to suit my needs best. In result of that, I started searching so late that I ended up with an internship that I was only mildly satisfied with. I feel like advisors and faculty coordinators should stress that to their students that it makes life

much easier to find a good internship if you search early on. I had no idea that I needed to search 6 months or so in advance to find a really good internship.

- Improved contact by Faculty Coordinator. I present next week and I have no idea what I am presenting on. She was also late showing up to my visit by a half an hour. This meant not meeting with my supervisor. The weekly reports should be closer related to journal entries rather than a straight list of questions. Also, the number of learning objectives for communication should be greater for a communications major like me than for instance, business objectives. A three credit internship would also be helpful rather than only the option of 2 or 4.
- It would be nice to keep in contact with your advisees
- Overall it was a solid internship, but what specifically happens at the final seminar was a little unclear to me.

### **Miscellaneous (9 responses)**

- Have the final seminar closer to the end of the internship period
- Have the informational meeting date(s) posted more than two weeks before hand. Many students have jobs that put out their schedules 3-4 weeks in advance and it can be difficult to get shifts switched.
- I like that we can upload weekly reports online. However, I would like to see some new questions asked on the weekly reports. If we have internships where day to day our jobs are repetitive, it makes it hard to come up with new answers to the same questions.
- I suggest using less weekly reports over the summer due to the fact that many weeks asked the same questions. Also change it so they must be mailed in because, I had trouble getting mine submitted through the online submittal process the first few weeks.
- I think other than finding internships for students they subtract from the experience. I think direct contact from student to coordinator would be more beneficial.
- Not make it so expensive of a class. Majority of conservation internships do not pay, and being that my internship was an hour away, money this summer was an issue.
- Not require students to pay for the 4 credits. With having worked 50 to 60 hours a week I thought I would have a decent amount of money saved up. But having to pay for summer tuition, paying rent, and groceries I didn't have any money left over for fall.
- The weekly reports are almost overkill. Maybe monthly? Or quarterly throughout the summer?
- Try to fund students hired for an unpaid internship without the need for their own financial aid.
- *None (6x)*
- *All is well*
- *As for me I think everything that I needed to find out I was able to in an organized and easy way.*
- *Could not have been much better.*
- *I believe that the current system is a rather good one and do not see any problems or concerns in it.*
- *I believe the internship program is excellent here at UWRF. There is so much information regarding internships and the application process. Although I found the internship entirely on my own, the fact that the university faculty encourages internships so much made me realize*

*that I needed one. It is the best possible decision any student can make and I thank UWRF faculty for showing me this.*

- I believe the internship program is great. Everything and everyone is very convenient. The weekly reports can be submitted 1 of 2 ways which is great if one way fails. The Internship Office and Faculty Coordinator is only an email or phone call away if I needed any assistance, which I didn't.*
- I do not have any suggestions at this time. I feel as though the CAFES Internship Program is a very good program, and is easy to use.*
- I don't know.*
- I have no suggestions. My Faculty Coordinator and the CAFES Internship Office made the entire process painless.*
- I have none. I would suggest my internship to anyone willing to put in the hours. The job is very demanding when you have little to no sleep, but it is well worth it! I was challenged this last summer by having to stay alert when working 80 hours a week for 5 weeks straight. Be prepared for long hours!*
- I honestly have none! I do wish that Dr. Sanden would have been able to do an on-site visit, but I realize the complications with having a student nearly 2000 miles away.*
- I think that the advisors and office do all they can. A lot of the experience rests with the student and their ability to get as much as possible out of even a poor internship.*
- I think the program is doing all that it can to help the students get successful internships. They try to make the process understandable and easier. I didn't use their services because I already knew about this internship. I just needed to go through the internship office for the credit. I didn't need their assistance but it was there for me if I ever did.*
- I think there is little need for improvement, my circumstances were different because I didn't receive confirmation that I had gotten the internship until after the spring semester had ended and they still got me enrolled.*
- I'm not sure. I didn't really use the resources that I apparently had all along because I didn't need them. AgStar does a great job with their interns and I including someone else in the process I think would have been more complicated. Personally, not using the resources was what worked best for me and my situation. I believe other students/internships need these resources because they aren't as smooth as AgStar's program.*
- It was good, everything I needed was available to me*
- It was very helpful to me.*
- It went ok.*
- It's a great program, thanks much!*
- The program was very organized everything was laid out step by step and this experience was very insightful.*
- They are doing a great job!*

#### **Project (2 responses)**

- Be a bit stricter about the special project. Be sure it is worth the person's time.*

- Be able to help me set up a project and actually be given time to complete it. My project was somewhat weak and I was rarely given time to work on it.

**Support (7 responses)**

- Be sure that the student's advisors are in fact staying in contact with the students.
- By helping out sooner. Dr. Cooper was going to be my coordinator at first but, then I found my internship in early April and switched coordinators.
- Check out specific companies before you send interns there.
- Having a more thorough approval process for internships that are discovered by students.
- I think that the internship office should contact companies that do not have a specific listing with them and see exactly what the students planning on working there will be doing. I was told I would be doing something that put me with Dr. Kelm when I believe my internship was geared more towards the business end of things.
- I would like to see more Faculty Coordinators that have a current knowledge about the agricultural industry. By doing so, they will be more of assistance with the intern when explaining current duties at the office, to aiding in the final project. It is hard to explain certain agricultural based jobs to those whom have little to no knowledge about it. In addition, maybe give out the contact information to other UWRF Interns whom held the internship previous for feedback, suggestions, etc. I received and heard of my internship from a friend/current UWRF CAFES student whom held the position prior to me. I didn't even see it on the bulletin board. Student's like hearing about the experiences from past interns.
- My big suggestion involving this internship was email communication. I was away from the internet for the better part of the summer, and what would have worked for me would have been actual phone conversations.



## Appendix B: Quantitative Summary: 2012 CAFES Internship Program Evaluation

### 1. FACULTY COORDINATOR

Dr. Cooper	1%	Dr. Kelm	15%	Dr. Sanden	22%
Dr. Dolliver	0%	Dr. Keuhl	0%	Dr. Vasavada	0%
Dr. Ferriss	8%	Dr. Li	22%	Dr. Vignona	0%
Dr. Hiney	0%	Dr. Luther	0%	Other	12%
Dr. Justen	16%	Dr. Olson	4%		
Dr. Kaltenberg	0%	Dr. Onan	2%		

2. MAJOR (1) *See Appendix A*

MINOR (2) *See Appendix A*

CURRENT GPA (3) *See Appendix A*

	Spring	Fall	Summer
3. When was your internship completed?	0%	3%	97%

	1 <sup>st</sup> Internship	2 <sup>nd</sup> Internship
4. Was this your first or second internship?	91%	9%

### 5. Will your internship credits be applied to your major, minor, or will they be applied as electives?

62%	Required for major, credits counted in major
2%	Required for minor, credits counted in minor
22%	Not required, credits will be applied towards credits in the major/minor
3%	Not required, credits will not be applied towards major or minor, but applied as general electives
11%	Not Sure/Don't Know

6. What year in school were you the semester prior to doing your internship?	Freshman	Sophomore	Junior	Senior
	4%	20%	49%	27%

7. What is your gender?	Male	Female
	50%	50%

### Internship Information

8. Please provide the name of the company or organization where you completed your internship.

*See Appendix A*

9. Location of Internship: *See Appendix A*

10. Housing (during internship):

Lived at Home	Rented	Employer Provided	Rent Subsidized by Employer	Other: specify See Appendix A
48%	23%	16%	3%	9%

11. Pay Rate Per Hour – example 12.50 (this info will be kept confidential and used only for aggregate statistics):

*See Appendix A*

12. Average number of hours worked per week:

*See Appendix A*

13. Total amount saved during your internship (after expenses):

0 - \$999	\$1,000 - \$2,000	Over \$2,000	Uncertain
28%	20%	37%	16%

14. If your internship was within the 3 state area of Wisconsin, Minnesota, Iowa, when did your faculty coordinator visit? Mark (•) all that apply. Count = 108

Beginning of Internship	Middle of Internship	Near the End of Internship	No Visit
2%	51%	37%	10%

15. If your internship was outside the 3 state area, when did your faculty coordinator call or email you? Mark (•) all that apply. Count = 27

Beginning of Internship	Middle of Internship	Near the End of Internship	No Call or Email
19%	33%	22%	26%

## **Internship Experience**

**16. To what extent would you agree with the following statements pertaining to aspects of your internship?**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
a. Orientation with internship company met your expectations	37%	55%	5%	2%	1%
b. Projects developed/assigned were beneficial to enhancing/broadening your career development	34%	53%	9%	3%	1%
c. The Internship Special Project was a good match for your skills and interest as an intern	34%	41%	18%	7%	1%
d. The employer provided the appropriate amount of supervision	42%	46%	9%	3%	1%
e. Employer provided an open line of communication throughout the internship	59%	34%	3%	3%	2%
f. I was given ample resources to move projects to completion	37%	48%	8%	5%	2%
g. Work/ projects were well-defined	32%	50%	10%	7%	1%

	<b>Yes</b>	<b>No</b>	<b>Not Sure/Maybe</b>
<b>17. Would you recommend this internship site for future students?</b>	78%	4%	17%

**18. How did your internship experience impact your PROFESSIONAL DEVELOPMENT?**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>NA</b>
a. Increased contacts with professionals	49%	38%	7%	5%	1%	0%
b. Gained practical experience in my field	45%	48%	5%	2%	0%	0%
c. Gained applied knowledge in my field	48%	45%	6%	1%	0%	0%
d. Learned new methods, procedures	47%	46%	5%	2%	0%	0%
e. Broadened/strengthened on-the-job work habits	41%	50%	7%	1%	1%	0%
f. Chance to supervise/train others	25%	28%	24%	9%	1%	13%
g. Increased my ability to handle responsibility	48%	44%	7%	0%	1%	0%
h. Provided challenge	45%	45%	8%	2%	1%	0%
i. Applied acquired classroom knowledge	28%	53%	15%	3%	0%	1%

<b>Q18 (cont.) How did your internship experience impact your PROFESSIONAL DEVELOPMENT?</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>NA</b>
j. Increased confidence in my professional abilities	42%	54%	1%	2%	1%	0%
k. Improved time management skills	32%	58%	7%	3%	1%	0%
l. Learned about my professional weaknesses	23%	64%	10%	2%	0%	0%
m. Learned of my professional strengths	28%	65%	5%	2%	0%	0%
n. Job offer expected after graduation	26%	13%	29%	7%	7%	18%

**19. How did your internship experience impact your PERSONAL DEVELOPMENT?**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>NA</b>
a. Improved money management skills	9%	45%	35%	5%	2%	4%
b. Provided travel experience	21%	31%	25%	9%	3%	10%
c. Provided cultural experience	16%	34%	28%	12%	2%	9%
d. Increased maturity	29%	59%	11%	0%	1%	0%
e. Increased self confidence	38%	56%	4%	2%	0%	0%

**20. How did your internship experience impact you ACADEMICALLY?**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>NA</b>
a. Strengthened interest in my major	32%	52%	13%	4%	0%	0%
b. Reduced interest in my major	1%	8%	18%	35%	37%	2%

**21. Please describe any other professional, personal, or academic impacts your internship has provided. See Appendix A**

**22. How did this internship impact your career plans?**

65% Reinforced my previous career plans

34% Altered the direction of my career plans within the discipline

2% I decided to switch my field of study altogether

**23. How valuable was your internship for your career development? Please rank from 1 (low value) to 5 (high value).**

<b>Low Value</b>					<b>High Value</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	
3%	3%	14%	46%	35%	

## UW-RF CAFES Internship Program

### **24. Which resources did you use in learning about internship opportunities? Mark (●) all that apply.**

39%	CAFES Internship Program Bulletin Board	9%	Email Updates Sent by CAFES Internship Program
15%	Weekly CAFES Internship Bulletin	6%	Interview Announcements posted by CAFES Internship Program
23%	Faculty Advisor	9%	Professor who distributed or announced available internships
17%	Faculty Coordinator	22%	CAFES Internship Office
30%	Other Students	41%	Other, specify <b><i>See Appendix A</i></b>

### **25. What services provided by CAFES Internship *Faculty Coordinators* did you use in securing an internship? Mark (●) all that apply.**

38%	Application materials and/or information on application process	9%	Help in identifying specific location for an internship
22%	Resume/Cover letter assistance	15%	Advice on professional conduct
14%	Making a contact with a specific company	17%	Other, specify <b><i>See Appendix A</i></b>

### **26. What services provided by the CAFES *Internship Office* did you use in securing an internship? Mark (●) all that apply.**

48%	Internship program explanation/informational meeting	2%	Assistance in finding available internships with companies that were not listed by the office
34%	Identifying appropriate faculty coordinator	10%	Interview coordination
11%	Resume/cover letter writing assistance	28%	Registration assistance
6%	Obtaining specific company applications	6%	Other, specify <b><i>See Appendix A</i></b>
8%	Assistance in contacting a company		

### **27. Please list your suggestions as to how the CAFES Internship Office or your Faculty Coordinator could improve the Internship Program. *See Appendix A***