



Water Resources and Policy Initiatives

THE INTERNSHIP PROGRAM

The Program

USDA NIFA AWARD No.2011-38422-31204

Award Title: Watershed Management Experiential Learning for
USDA Careers

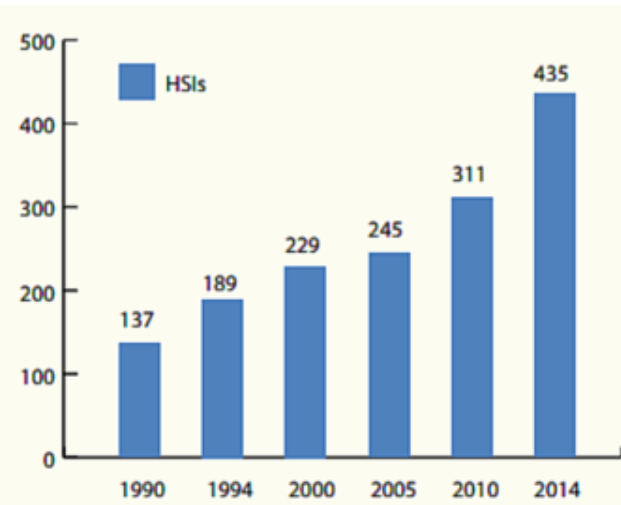
Lead Agency: Cal State San Bernardino University Enterprises
Corporation (FF20717)

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

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



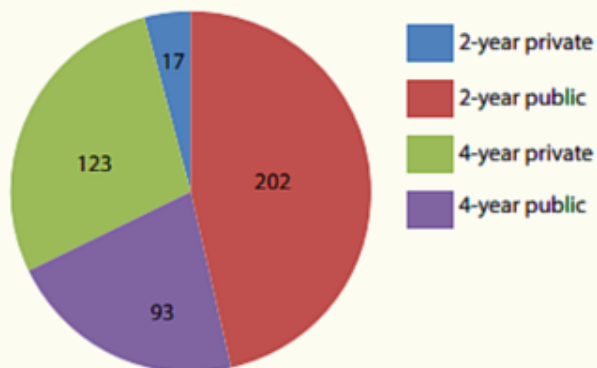
Hispanic Serving Institutions



38.4% of California undergraduate students are Hispanic

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

Federal HSIs by institution type



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

How it Comes Together

Project submissions gathered



Projects matched with student talents

Total # of agency partners: 66

Total # of students: 221

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

Centralized Location

Employees of UEC/CSU San Bernardino

One office for payroll and human resources issues

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

The Facts

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

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

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

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



The Students

Hired students in over 30 majors

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

Male: 46%

Female: 54%

Undergrad: 68%

Graduate: 32%

Total number of completed projects: 219





Other Incentives

\$40,000 WRPI/ USDA Watershed Management
Doctoral Scholarship

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

Three \$40,000 PhD scholarships have been
awarded

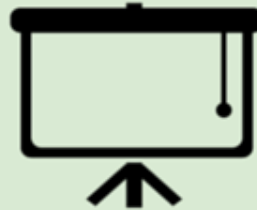
Student Successes

Students receiving jobs upon completion



Year 1: 30%
Year 2: 11%
*Year 3: 3%
*Year 4: 3%

Students continuing on to grad school



Year 1: 11%
Year 2: 11%
*Year 3: 8%
*Year 4: 0%

Student degrees completed



Interns: 40%
CSU System: 19%

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

FOR MORE INFORMATION CONTACT CHRODRIG@CSUSB.EDU

Note: Information with a * represents students still completing degree



Over 4 years, 91% of the students completed the program

91%

Weighing in on the Results



Average CSU GPA pre-internship

3.28

Average CSU GPA post internship

3.33

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