



Thank you for your interest in the Student Professional Development Project (SPDP).

***Our Mission*** – Assist college students in expanding their real work experience through diverse work-based learning activities.

WHY PARTICIPATE IN STUDENT PROFESSIONAL DEVELOPMENT PROJECT?

***BECAUSE...***

**A. SPDP will offer you an opportunity to network in real time.**

### **WHAT ARE EMPLOYERS SAYING ABOUT COLLEGE GRADS**

By 2020, millennials will be a projected 46 percent of all U.S. workers. According to Pew Research, millennials are going to dominate all the Labor Bureau Statistics numbers—employment and unemployment. Students graduating today are far less certain to get a high-paying job than eight years ago. WHY?

- Lack of work experience
- Lack of global knowledge
- Lack of leadership and technical skills
- Lack of business professional development
- Lack of understanding of how business operates or what is expected at work



**What Employers Are Looking for When Hiring Recent College Grads** – Leading employers value work experience among graduates more than the grades or the college they have been to, according to new research (NACE, 2016). Figures show that 58 per cent of employers rated work experience as “the most popular qualification among those presented” – with a student’s personality coming second, with 48 per cent favoring this. The market has moved far more toward favoring experienced hires even for entry level positions. The more work based experience a person can have, the better success they’ll have landing an interview based on resume alone.

## Our Program Goal

### OUR PROGRAM GOAL

Unlike other student internships and competitive on-campus internships/externship programs we do not try to find the “best candidate” for an externship. Rather, the overall goal of the SPDP program is to extend the opportunity for at least one externship to as many students who are the “best fit” candidate. Students are selected for an externship by the SPDP application committee, composed of business leaders, business developers and corporate board members. Decisions are made on the basis of the quality of the student’s resume, challenge statement and phone interview. Students need not show expertise or experience in the field of the externship for which they apply, but must demonstrate compelling interest and curiosity in their challenge statement about their commitment to the project and their desired career field(s).

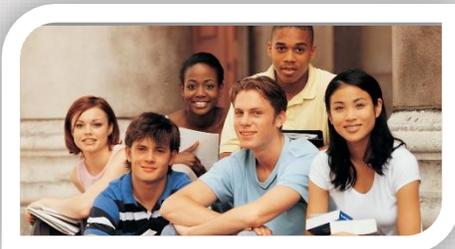
### Eligibility

#### A student must –

1. Be enrolled in a two or four-year higher education program, and be in the last year or last two years of their program.
2. Have a satisfactory grade point average
3. Be able to provide his or her own transportation
4. Provide two letters of reference (one from a community member or school employee)
5. Be a US citizen or possess a valid green card
6. Be willing, depending on the work site, to clear a public trust clearance
7. Attend a professional development workshop

### Paid or Non-Paid Work Sites

The majority of our work site experiences are non-paid opportunities. There are on occasions when an employer will pay for summer placement.



## Charitable Program

### SPDP

Is a community project that is based on volunteers and partners that are eager to support higher education students in **advancing their careers and finding higher-paying jobs.**

### Kinds of Work Experiences

- ❖ **Internship/externship**—part-time, on-the-job learning experiences that reinforce classroom instruction:  
**Details** - Work in a career related field and supported by a company’s employee  
**Timeframe** - One week to two months
- ❖ **Supportive/Diversified Occupation Education** – an arrangement that coordinates part-time student work with the instruction they receive in the classroom:  
**Details** - Teamwork in both career and non-career related field and supported by a company’s employee  
**Timeframe** - Two weeks to one month
- ❖ **Job Shadowing** – following experienced workers to gain a better understanding of career options and work expectations.  
**Details** - Shadow employers in multiple corporate departments and in career and non-career related fields  
**Timeframe** - Two or three days
- ❖ **Career Mentoring** – establishes long-term relationships between students and mentors from business to develop career readiness skills, understanding of career options and workplace knowledge:  
**Details** - Teamwork in both career and non-career related field and supported by a company’s employee  
**Timeframe** - Two weeks to one month
- ❖ **Traineeship** – on-the-job training coordinated with courses of academic study leading to extending mastery of present skills:  
**Details** - Working with department heads in and out of your career area at a new job site  
**Timeframe** - Unspecified

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## GET YOUR FUTURE STARTED

### WHY SPDP EXPERIENCES ARE UNIQUE OPPORTUNITIES

- ✓ A chance to help determine career options
- ✓ See how other employees and teams work
- ✓ Gain an awareness into the roles and responsibilities of employees and corporate departments.
- ✓ Replicate and learn from others.
- ✓ See the greater picture and understand how the real world of works

### SPDP APPLICATION PROCESS CHECKLIST

- Submit a Completed SPDP Ilege Program Application
- Submit a Current Resume
- Submit two (2) Letters of Recommendation: Recommendations should come from a college advisor and/or professor.
- Submit an Essay: 250 work personal statement on what you hope to accomplish through by participating in the SPDP, and how it will relate to your academic and career goals.
- Submit an Academic Transcript: Unofficial copies are acceptable when applying

### HOW ARE SPDP APPLICATIONS REVIEWED AND CANDIDATES SELECTED

Applications are reviewed on a rolling basis. The application and placement process takes approximately 2 - 3 weeks and placements are made based upon successful acceptance into the program and availability of the requested work based site.

If you have questions, please do not hesitate to send us an email at [Work-excursion@usa.com](mailto:Work-excursion@usa.com).

Our internships are competitive and placement of interns is based on our perception of your ability to successfully complete the tasks and objectives identified in the position description associated with each of our work based placements. A successful applicant should clearly demonstrate how their skills and background will allow them to be successful in the program.

### TIP TO FOLLOW

#### Put the Employer's Interests First

Work experiences begin with an interview with a company official. In the interview, focus on what you can do for the organization during your work experience. Yes, this is an opportunity for you to learn about the profession—but employers care most about your ability to take initiative and to be a productive member of their team while you are on a work excursion. Be prepared to answer the questions: "Why do you like our company and what we do?" and "Why do you want to intern here?"

