



Survey Instrument for The National Survey of College Internships
Center for Research on College-Workforce Transitions (CCWT)
University of Wisconsin-Madison

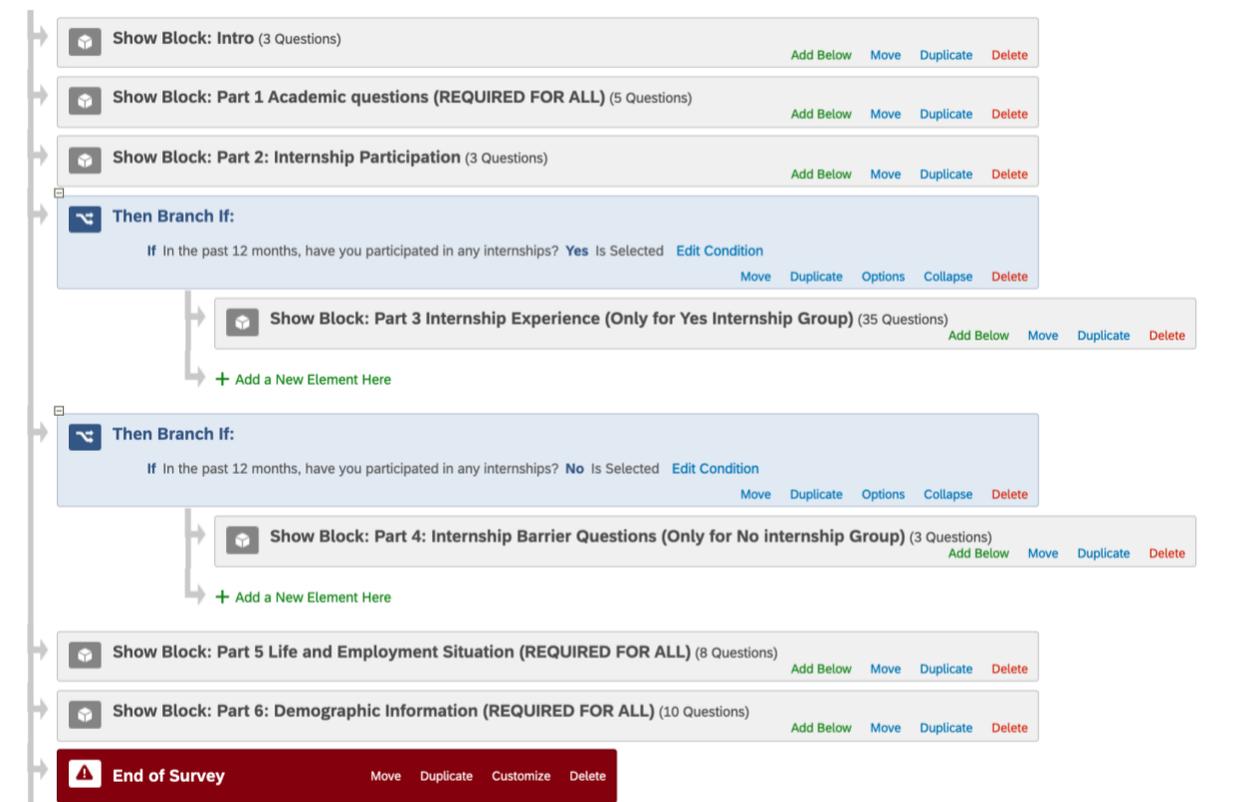
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Survey Flow

A skip logic is embedded to direct students to questions based on students' internship participation.

- Part 1, 2, 5, and 6 are required for all students.
- Responses to Part 2 will lead students to different sections.
 - Students with internship experience will answer questions about their internship experience (Part 3)
 - Students without internship experience will answer questions about internship participation interest and barriers (Part 4)
- An embedded skip logic will allow students to answer questions regarding either an online or an in-person internship experience.



Start of Block: Intro

The National Survey of College Internships

Thank you for participating in this study about the impacts of college internship experiences on student outcomes. You are being sent this survey because you are currently enrolled as a student at [University Name]. With your assistance, the study will result in a comprehensive account of the impacts of internship experiences on student outcomes, as well as the obstacles keeping students from pursuing an internship. So even if you have never had an internship, we are still interested in your opinions! The study will also provide insights into how colleges, universities, and employers can best structure their internship programs in the future. Before we begin the survey, please read the following information about the project and your participation.

Background

Researchers from the University of Wisconsin-Madison are conducting a study to investigate the impact of internship programs on college student outcomes. This survey will take about 10-15 minutes to complete, and includes questions about your academic and personal background, any experiences you may have had with and without internships, and your approach to career decision-making.

Risks and Benefits

Your participation in this study is voluntary. There are no direct benefits for participation in this study. There is no penalty and you may end your participation at any time without penalty. By participating, however, you will provide valuable information that may contribute to the improvement of workforce education and training in the future. Participation in this study will in no way affect your grades or participation in any internship program. Also, while precautions will be taken to ensure your confidentiality, there is always a small risk that a participant's identity might be accidentally revealed, and that your answers to our questions might be attributed to you.

How will my confidentiality be protected?

To minimize these risks to your confidentiality, your responses will be stored in a secured office and on a secured computer network. Confidentiality will also be maintained by only reporting aggregated results from the survey in research reports and scholarly papers. Thus, data will be collected, stored, and disseminated in ways that ensure individual responses will remain confidential during the entire research process and thereafter. Only the research staff on our study (i.e., Principal Investigators and project assistants) and our collaborators at your college will have access to the raw data. Your college or university will receive your survey response, however, they will be de-identified prior to sharing.

Will I be compensated?

You may enter a raffle to win a \$50 Gift Card after completing this survey.

Whom should I contact if I have questions? Please note that this study has been approved by the University of Wisconsin-Madison's Institutional Research Board (#2018-0075). If you have any questions about the survey, please feel free to contact Dr. Matthew Hora (matthew.hora@wisc.edu; 608-265-0448). If you have any questions regarding your rights as a research participant, please contact the University of Wisconsin-Madison Education Research Institutional Review Board (or IRB) office at 608-263-2320.

CONSENT

If you do give your consent, click on the "Yes" button. If you do not consent to Participate in this survey as described above, click on the "No" button below.

- Yes, I consent to participate
- No, I do not consent to participate

SKIP to the End of Survey if "No, I do not consent to participate" is selected

Page Break

End of Block: Intro

Part 1 Academic questions (Required for all)

Q1 As of today, are you enrolled college full-time or part-time?

- Full time, at least 12 credits
- Part-time, less than 12 credits
- No, I'm not attending college

SKIP to the End of Survey if "No, I'm not attending college" is selected

Q2 Currently, what type of program are you in?

- Technical or vocational certificate or diploma, less than 2-year degree
 - Associate's degree, 2-year degree
 - GED program
 - Bachelor's degree
 - I am not in an academic program
-

Q3 What is your grade level?

- Undergraduate freshman
 - Undergraduate sophomore
 - Undergraduate junior
 - Undergraduate senior
 - Technical or vocational college first year
 - Technical or vocational college second year
 - Associate's degree first year
 - Associate's degree second year
 - Other, please specify: [text entry box]
-

Q4 What is your major or the discipline of your academic program?

▼ Arts & Humanities ... Others (the drop-down list includes 10 majors using [NSSE major classification](#))

Q5 Slide the circle right until you reach the number that answers the following question:

Thinking about the past 2019-2020 academic year, which of the following best describes your grade point average (GPA) average? (A+/A = 4.0, A- = 3.7, B+ = 3.3, B = 3.0, B- = 2.7, C+ = 2.3, C = 2.0, C- = 1.7, D+ = 1.3, D = 1.0)

GPA	
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End of Block: Part 1 Academic questions (REQUIRED FOR ALL)

Part 2 Internship Participation (Screening questions for survey workflow)

The next sets of questions are about internships. For the purposes of this study, please use the following definition of an internship when answering these questions.

An internship is a position held within an established company or organization while also completing a college degree, certificate, or diploma program. It involves working in a position clearly designated as an “internship” by the host organization, and performing tasks similar in nature and skill-level to tasks done by entry-level employees in the organization.

Q6 In the past 12 months, have you participated in an internship?

- Yes
- No

Q7 In the past 12 months, have you participated in any of the following non-internship experiences?

	Yes	No
Apprenticeship	<input type="radio"/>	<input type="radio"/>
Co-op Program	<input type="radio"/>	<input type="radio"/>
Practicum	<input type="radio"/>	<input type="radio"/>
Project-based learning activity in a course	<input type="radio"/>	<input type="radio"/>
Service Learning	<input type="radio"/>	<input type="radio"/>
Undergraduate research experience	<input type="radio"/>	<input type="radio"/>

If Q6 Yes selected, SKIP to the Part 3 Internship Experience Questions

If Q6 No selected, SKIP to the Part 4 Internship Barrier Questions

Part 3 Internship Experience (Only for the Yes Internship Group)

You indicated that you have participated in an internship in the past 12 months. Please answer the following questions based on your most recent internship experience.

Q8 Was your most recent internship an in-person or online experience? An online internship means that you did not physically appear at the organization where you interned, and instead worked remotely using digital technologies (e.g., laptop).

- In-person internship
- Online internship
- Other, please specify: _____

Q9 Is an internship required to graduate from your academic program?

- Yes
- No
- Not sure

Q10 Did you take this internship for credit or non-for-credit?

- For credit
- Not for credit

Display This Question: If was your most recent internship an in-person or online internship? = Online internship

Q11 To the best of your knowledge, who organized your online internship?

- A third-party vendor (e.g., Parker Dewey, Symba, Virtual Internships.com, etc.), please specify: _____
- My internship employer
- Others, please specify: _____

Display This Question: If was your most recent internship an in-person or online internship? = In-person internship

Q12 What is the zip code of the company or organization where you did your internship? Please also indicate if you took in-person internship out of the United States.

Q13 What was the zip code of your residence (e.g., apartment, dorm, house) while doing the internship? Please indicate if your residence was out of the United States.

Q14 At what type of organization was the internship?

- Government agency
- For-profit company
- Non-profit organization

Q15 In what industry or field was the internship in?

▼ Accommodation and Food Services ... Wholesale Trade (the drop-down list will include 20 industries)

Q16 For how many weeks did you participate in the internship?

0 20 40 60



Q17 In a typical week, for how many hours did you work at the internship?

0 10 20 30 40 50 60 70 80 90 100



Q18 What was your main purpose for taking the internship?

- Exploring different career options because I am not yet sure about my chosen profession
- Gaining experience in a specific career that I plan on pursuing as my chosen profession
- Others, please specify: [text entry box]

Q19 Was the internship paid or unpaid?

- Paid
- Unpaid

Display This Question: If Was this internship paid or unpaid? = Paid

Q20 Approximately, how much does/did your internship pay by the hour? Note: Please estimate your hourly compensation if you are/were not paid based on hourly wages.

\$ _____

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The following questions aim to better understand your internship quality and equitable access. Please think of your most recent internship experience and answer the following questions.

Q21 Were you provided with a written document that outlined the learning goals and activities for your internship, either by your academic advisor or your internship host organization?

- Yes
 - No
-

Q22 Which of the following best describes how you engaged in workplace tasks during your internship?

- Job shadowing:** You mostly shadowed your supervisor and observed them perform tasks
- Low-skill tasks w/supervision:** You mostly engaged in relatively low-skill tasks after being trained by your supervisor
- High-skill tasks w/supervision:** You mostly engaged in relatively high-skill tasks after being trained by your supervisor, who would then review and approve your work
- Autonomous work:** You mostly worked on your own project(s) independently with support from a supervisor only as needed

Display: If was your most recent internship an in-person or online internship? = in-person internship

Q23 How did you physically get to your internship?

- I used my own vehicle and/or took public transportation using my own money
 - I used my own vehicle and/or took public transportation using subsidies provided by my internship host organization
 - Others, please specify: _____
-

Display: If was your most recent internship an in-person or online internship? = online internship

Q24 Did you have sufficient information technology (e.g., internet bandwidth, laptop, etc.) to complete the online internship?

- Yes
 - No
-

Q25 How did you initially learn about your internship opportunity?

- Through informal networks (e.g., professors, families and friends, etc.)
- Through public advertisements and/or forums (e.g., job board, LinkedIn, company website, etc.)
- Through my campus career services (e.g., website, job/internship fair, resource center, etc.)
- I was recruited by an employer for the position

Q26 In the internship posting or announcement for the position, was there an explicit statement about non-discriminatory hiring and/or workplace behaviors on the basis of race, gender, sexuality, disability status and/or other personal attributes?

- Yes
- No
- Not sure

Q27 Did you ever feel discriminated against during your internship based on your race, gender, sexuality, disability status, and/or other personal attributes?

- Yes , please describe the nature of the discrimination? [text entry box]
- No

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Please think of your most recent internship experience and answer the following questions.

Q28 Please describe the primary tasks you performed for this internship.

Q29 Please rate how clear you felt your internship supervisor stated the **tasks** to be completed during your internship.

- Not at all clear
 - A little clear
 - Somewhat clear
 - Very clear
 - Extremely clear
-

Q30 Please rate how clear you felt your internship supervisor stated the **goals** of your internship.

- Not at all clear
 - A little clear
 - Somewhat clear
 - Very clear
 - Extremely clear
-

Q31 How related do you feel your internship was to your academic program?

- Not at all related
 - A little related
 - Somewhat related
 - Very related
 - Extremely related
-

Q32 Please indicate how often you were in contact with the university employee responsible for overseeing your internship experience (e.g., a faculty member or academic advisor) during the internship.

- Daily
 - Weekly
 - Twice a month
 - Monthly
 - Less than once per month
 - Never
-

Q33 Would you have preferred to have been in more regular contact with this person?

- Yes, please specify why [open text entry box]
- No

Q34 In this internship, how much did your internship supervisor...

	Not at all	A little	Some	Quite a bit	A great deal
care about your wellbeing?	<input type="radio"/>				
care about your satisfaction at work?	<input type="radio"/>				
appreciate the amount of effort you made?	<input type="radio"/>				

Q35 In this internship, how much...

	None	A little	Some	Quite a bit	A great deal
respect did you feel you received?	<input type="radio"/>				
flexibility did you have in how you completed your work?	<input type="radio"/>				
freedom did you have to decide how to do your work?	<input type="radio"/>				

Q36 In this internship, how often did your supervisor...

	Never	Rarely	Some times	Often	Very Often
suggest specific strategies for achieving career goals?	<input type="radio"/>				
encourage you to try new ways of performing in the job?	<input type="radio"/>				
give you feedback regarding job performance?	<input type="radio"/>				
give you assignments that presented opportunities to learn new skills?	<input type="radio"/>				
help you finish tasks or meet deadlines that otherwise would have been difficult to complete?	<input type="radio"/>				

Q37 How satisfied were you with your internship experience?

- Not at all satisfied
 - A little satisfied
 - Somewhat satisfied
 - Very satisfied
 - Extremely satisfied
-

Q38 Do you think your internship experience expanded your professional network?

- Yes, please specify how: [text entry box]
 - No, please specify why: [text entry box]
-

Page Break

Please think of your most recent internship experience and answer the following questions.

Q39 Please rate the following aspects of your internship value using the scale below.

	None	A little	Some	Quite a bit	A great deal
This internship helped me to better understand the knowledge I learned in my academic program.	<input type="radio"/>				
This internship gave me opportunities to apply what I have learned in my academic program to real-world situations.	<input type="radio"/>				
This internship helped me identify my academic knowledge gaps.	<input type="radio"/>				
This internship helped me identify what I should focus on studying in my academic program.	<input type="radio"/>				
This internship motivated me to look for more hands-on learning opportunities that enhance my academic learning.	<input type="radio"/>				

Q40 Please rate the following aspects of your internship value using the scale below.

	None	A little	Some	Quite a bit	A great deal
This internship helped me clarify my career goals.	<input type="radio"/>				
This internship provided me with important skills relevant to my career goals.	<input type="radio"/>				
This internship gave me opportunities to learn new career-related skills.	<input type="radio"/>				
This internship helped me to identify specific organizations where I can apply for jobs in the future, perhaps including your internship site.	<input type="radio"/>				
This internship helped me to become more confident in my ability to pursue future career opportunities.	<input type="radio"/>				

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Q41 Please indicate how often your internship provided opportunities for developing the following skills.

	Never	Rarely	Sometimes	Often	Very often
Communication	<input type="radio"/>				
Teamwork	<input type="radio"/>				
Problem solving	<input type="radio"/>				
Leadership	<input type="radio"/>				

Q42 If you could change anything about your internship experience, what would it be and why?

End of Block: Part 3 Internship Experience

Part 4 Internship Barriers (Only for the No Internship Group)

Q43 You indicated that you did not participate in an internship in the past 12 months. In the past 12 months, were you interested in participating in an internship?

- Yes
- No

Skip To: Life and Employment section If internship participation interest = No

Display This Question: If Internship participation interest = Yes

Q44 Select each item you consider as a reason for why you were unable to pursue an internship in the past 12 months, then drag and drop the items into the question box.

Within the Yes box, rank the reasons from most important to least important for **not** pursuing an internship.

Yes
_____ Course load at school was too heavy
_____ Insufficient pay offered
_____ Needed to work at current job
_____ Lack of transportation
_____ Lack of childcare
_____ Lack of internship opportunities in my field
_____ Internship cancelled due to Covid-19 pandemic
_____ Wasn't selected for internships that I applied to
_____ Not sure how to find an internship

Q45 Please describe below if there are any other reasons not listed above.

End of Block: Part 4 Internship Barriers

Part 5 Life and Employment Situation (Required for all)

Q46 During the past 12 months, have you worked for pay at a job that is **NOT an internship**? Please consider all jobs you are financially compensated for including part-time, evening, or weekend work.

- Yes
- No

Skip To: Parental income question, If Are you currently working for pay at a job ... = No

Q47 During a typical week, how many paid job(s) are you working at?



Q48 During a typical week, how many hours do you approximately work at your paid non-internship job(s)?



Q49 What is the range below encompasses the total annual income of the person(s) who raised you?

- \$0-\$19,999
- \$20,000-\$39,999
- \$40,000-\$59,999
- \$60,000-\$79,999
- \$80,000-\$99,999
- \$100,000-\$119,999
- \$120,000-\$139,999
- \$140,000-\$159,999
- \$160,000-\$179,999
- \$180,000-\$199,999
- \$200,000 and above
- I don't know or not applicable

Q50 In thinking about your past and present experiences, which label best describes your perceived social class?

- Lower Class
- Working Class
- Lower-Middle Class
- Middle Class
- Upper-Middle Class
- Upper Class
- I don't know or not applicable

Q51 In the past 30 days, did you...

	Yes	No
Receive free food or meals using Supplemental Nutrition Assistance Program or SNAP, or from a food bank or food pantry?	<input type="radio"/>	<input type="radio"/>
Not pay or underpay your rent or mortgage?	<input type="radio"/>	<input type="radio"/>
Get evicted from your home?	<input type="radio"/>	<input type="radio"/>
Not pay the full amount of a gas, oil, or electricity bill?	<input type="radio"/>	<input type="radio"/>

Q52 The COVID-19 pandemic is disrupting many features of higher education and labor market, and it may have impacted your career goals and plans in different ways. Please check all that apply. [potentially randomize responses]

- The pandemic has kept me from developing important professional skills
- Career opportunities have disappeared (e.g., jobs, internships)
- I have had limited opportunities to explore different career options
- Developing professional networks has been more difficult
- I have experienced increased feelings of stress, anxiety, and/or hopelessness
- There was no impact at all
- If not listed here, please specify how it has impacted you: [text entry box]

Q53 The recent civil unrest and activism around systemic racism may have also impacted your career goals and plans. Please check all that apply. [potentially randomize responses]

- The movement has kept me from developing important professional skills
- Career opportunities have disappeared (e.g., jobs, internships)
- I have had limited opportunities to explore different career options
- Developing professional networks has been more difficult
- I have experienced increased feelings of stress, anxiety, and/or hopelessness
- There was no impact at all
- If not listed here, please specify how it has impacted you: [text entry box]

Page Break

End of Block: Part 3 Life and Employment Situation (REQUIRED FOR ALL)

Part 6: Demographic Information (Required for all)

Q54 How do you describe your gender?

- Woman
 - Man
 - Trans woman
 - Trans man
 - Non-binary/Genderqueer
 - Another gender identity (please describe):
-

Q55 With what race/ethnicity do you most closely identify?

- American Indian, Native American, First American, Alaska Native.
 - Asian, Asian-American.
 - Black, African American.
 - Hispanic, Latin@, Latinx, or Chican@.
 - Native Hawaiian, Pacific Islander.
 - White, Caucasian American.
 - Two or more races/ethnicities
 - Other (please describe):
-

Q56 Please enter the four-digit year of your birth (e.g., 1944, 1978)

Q57 A first-generation college student refers to someone who is the first in their family to attend a four-year college/university and attain a bachelor's degree.

Do you consider yourself to be a first-generation college student?

- Yes
 - No
-

Q58 Please enter the zip code of where you have been living the most in the past 12 months.

End of Block: Part 4: Demographic Information (REQUIRED FOR ALL)

As part of this research, we will be doing interviews with students to learn more about some of the topics covered in this survey. We are interested in speaking with you whether or not you have taken an internship or plan to do so in the future. We'll be able to offer \$20 for your time.

If you would be willing to be contacted about participating in a phone interview, please mark “Yes” below. Your participation in an interview is voluntary and will not impact any benefits you receive.

Q59 Would you be willing to be contacted in the near future about a phone interview?

- Yes
- No

Display This Question:

If Would you be willing to be contacted in the near future about a phone interview? = Yes

Q60 Thank you for being willing to participate in an interview with us. Please enter your email address so that we could reach out for next steps.

Email address: [text entry box]

Thank you for completing our survey. After you hit submit, you will be redirected to a form where you will be asked if you would like to enter a raffle for the chance to win a \$50 gift card and participate in an interview.

End of Block: Part 4: Demographic Information

Q61 Thank you for completing our survey. Would you like to enter a raffle for the chance to win a \$50 gift card?

- Yes
- No

Display This Question: If Would you like to enter a raffle for the chance to win a \$50 gift card? = Yes

Q62 What is the best email address to participate in the lottery and receive the Gift Card if win!

First Name _____

Last Name _____

Email Address _____