

The HACU National Internship Program (HNIP) 15 Years of Changing Lives

Summary:
HNIP 15th Anniversary Survey

The Hispanic Association of Colleges and Universities (HACU) represents those colleges and universities serving the largest concentrations of the nation's youngest and fastest-growing minority population.

Over the past 15 years, the HACU National Internship Program (HNIP) has worked with public and private sector partners to provide successful internships to over 6,500 higher education students. This program has been identified by the Office of Personnel Management (OPM) as a "best practice" tool for the recruitment of Hispanics into the federal government.

Former HNIP participants credit the program with significant improvements in their job proficiency, leadership skills, confidence in work, writing and speaking skills, and other characteristics and abilities. Recent data identified the current employment venues of former interns as follows:

- 37.6% work for the federal government
- 14.6% work for state/local government
- 4.7% work for non-profit or international organizations
- 41.4% work in private industry
- 1.7% are unemployed

As a result of the HNIP experience:

- 91% of interns now consider employment with the federal government
- 59% of graduating interns were offered employment

Hispanic Association of Colleges and Universities

The Hispanic Association of Colleges and Universities is a national non-profit higher education association that represents over 400 accredited colleges and universities throughout the United States and Puerto Rico, which collectively enroll more than 4.6 million students.

The HACU National Internship Program (HNIP)

The HACU National Internship Program (HNIP) began in 1992 with 24 students working in federal agencies in Washington, D.C. The success of that initial endeavor led to the rapid expansion of the program to other federal agencies. Originally a summer program only, in the spring of 1997, HNIP expanded to offer two 15 week sessions (fall and spring) and one 10 week session (summer). The program places approximately 600 students annually in quality internship assignments with federal agencies and corporations in Washington, D.C., and throughout the country. Over the past fifteen

years, the program has provided professional developmental opportunities to over 6,500 students with superior academic credentials.

During 2006, HNIP welcomed 616 student participants at twenty-two federal agencies and nine private corporations. These individuals came from 31 states and Puerto Rico, with 406 interns working in the Washington, D.C., area and 189 working in over 90 locations throughout the United States. Of these interns, 208 were sophomores or juniors, 243 were seniors and 165 were graduate level students. The age range was from 18 to 56, with the average age being 24. Overall, the average grade point average (GPA) was 3.39. The academic background of these students was also diverse in that they represented over 100 different academic majors, including fields such as engineering, human resources, communications, business/finance, electronics, computer science, law/law enforcement, among many others.

The HNIP program is well recognized. In the fourth annual report on *Hispanic Employment in the Federal Government* published by OPM, the Director again encouraged agencies to look at all the tools available to recruit well qualified Hispanics into the federal government and specifically mentioned OPM's nine-point Hispanic employment plan as a starting point. The HACU National Internship Program is point four of that plan.

HNIP Collaborative Partners

In 2006, HNIP collaborative partners had grown to include over 30 agencies. Table 1 lists the agencies and indicates the number of interns placed with each.

Table 1: HNIP Collaborative Partners in 2006 with Intern Placements

HNIP Collaborators	2006 Internships	HNIP Collaborators	2006 Internships
Department of Health and Human Services	125	Department of Education	6
Department of Agriculture	99	Department of Interior	5
Department of Veterans' Affairs	82	Office of Personnel Management	5
Department of Treasury	79	Pension Benefit Guaranty Corp.	5
Department of Commerce	48	Sallie Mae	5
Department of Transportation	35	Sodexo	3
Department of Defense	18	Central Intelligence Agency	2
Department of Justice	14	Federal Deposit Insurance Corp.	2
Department of Labor	13	Federal Reserve Board	2
Library of Congress	12	International Broadcasting Bureau	2
Department of State	10	Wachovia	2
National Science Foundation	9	Gap, Inc.	1
Lockheed Martin	8	National Archives and Records	1
Environmental Protection Agency	7	Proctor and Gamble	1
NASA	7	UBS	1
U. S. Coast Guard	7		

HNIP Objectives

The HACU National Internship Program is designed to enhance awareness of opportunities in the public and private sectors. Through the 10-week summer and 15-week fall and spring sessions, HNIP engages academically qualified students from colleges and universities in challenging professional and educational experiences in the public and private sectors.

The objectives of the program are to:

- Provide professional experience for students from HACU member institutions and other colleges and universities, experience that will enable the students to make more educated career choices;
- Serve as a human resource pipeline of prospective employees for both the public and private sectors;
- Expose students to research, development, technology, and career opportunities in the public and private sectors;
- Present or make available to interns information that will assist, train, and prepare them for potential career opportunities;

- Supplement academic study with practical applications in their major fields and related disciplines;
- Extend and strengthen the relationship among government agencies, corporations and colleges and universities. These ties will continue to offer an expanded recruitment resource to participating federal departments and corporations.

HACU National Internship Program Outcomes ... The HNIP 15th Anniversary Survey

HACU offered an internet survey to everyone who participated in the first 15 years of HNIP. Four hundred fifty seven (457) former HNIP interns answered questions in three general areas:

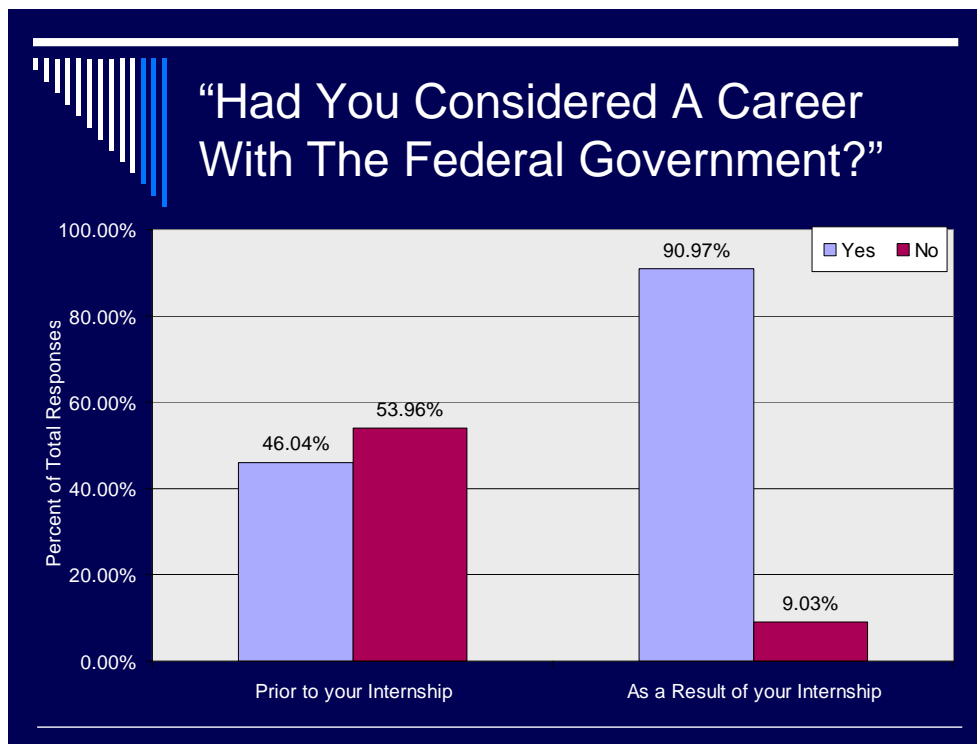
- Opportunities and Influences of their internship
- Personal Value of participation in HNIP
- Personal Improvements resulting from participation

Results of the survey are reported on the following pages.

- **Considering Federal Government Employment**

Respondents were asked: “Had you considered a career with the federal government?” Prior to the internship, 46.04 percent had considered a federal government career; as a result of the HNIP internship, 90.97% of respondents considered it. See Figure 1.

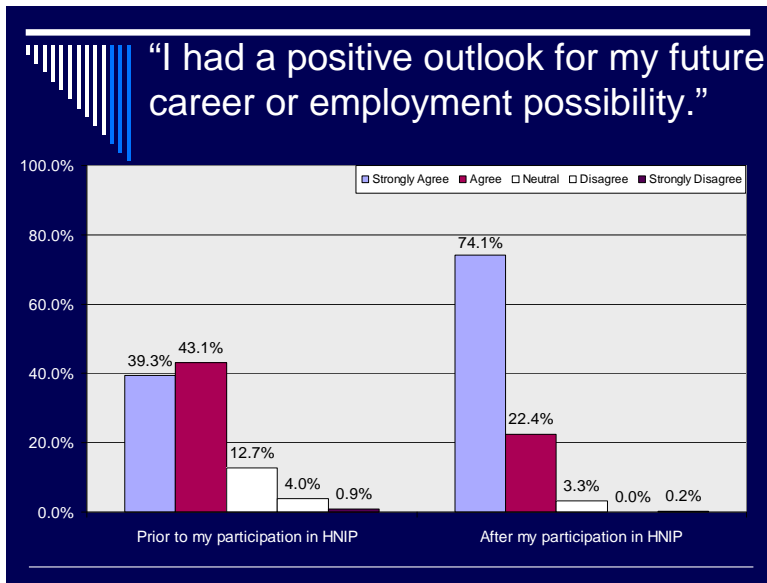
Figure 1



- **Expectations**

Respondents were asked whether they “had a positive outlook for my future career or employment possibility.” Fully a third more interns had a positive outlook for their future career after their internship. See other details in Figure 2, below.

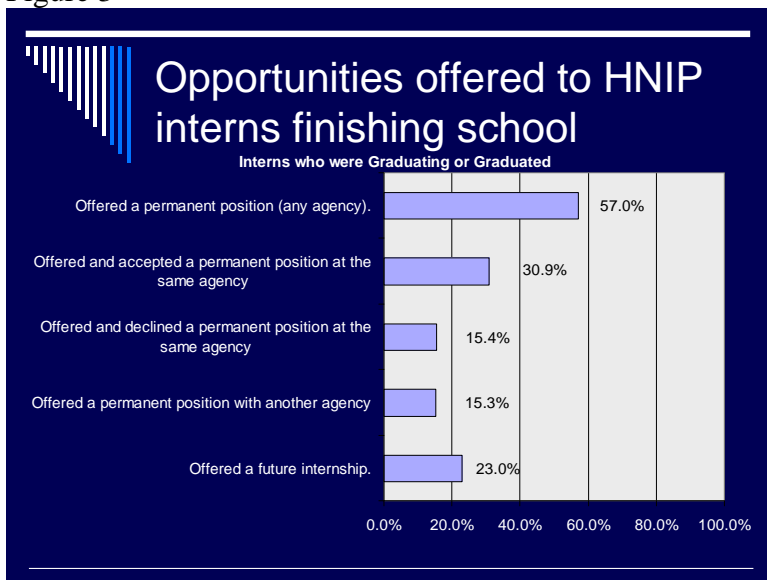
Figure 2



- **Opportunities offered to HNIP interns finishing school**

A full 57 percent of HNIP interns who were finishing school were offered a permanent position. Other opportunities are shown in Figure 3.

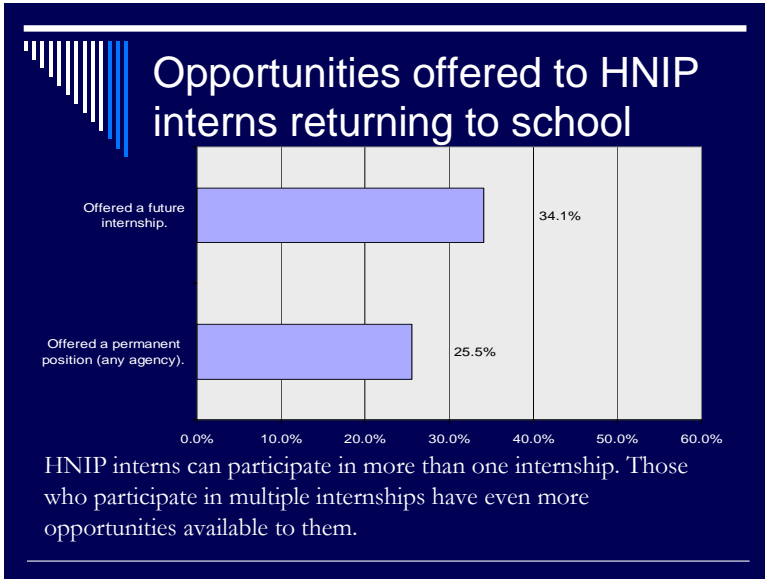
Figure 3



- **Opportunities offered to HNIP interns returning to school**

Interns who were returning to school were also offered opportunities they would not have been offered without the HNIP experience. See Figure 4.

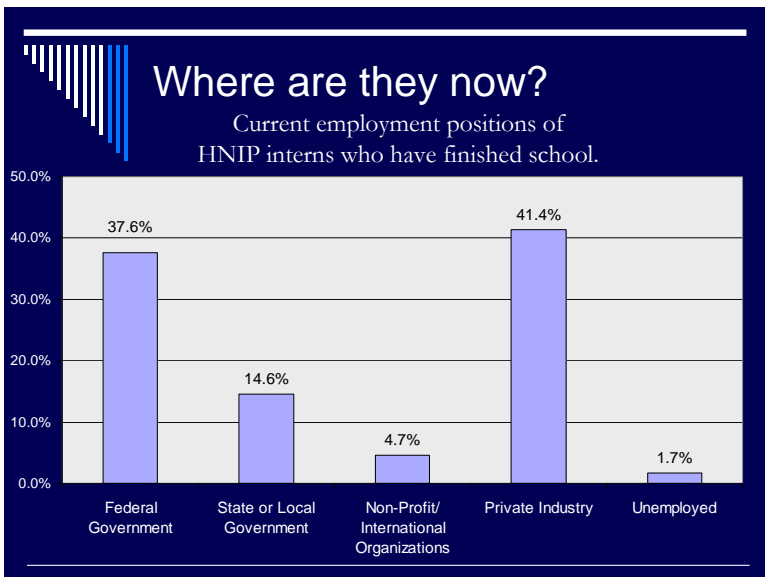
Figure 4



- **Where are they now?**

As mentioned on page one of this report, nearly 38 percent of former interns now hold positions with the federal government. Other placements are shown in Figure 5.

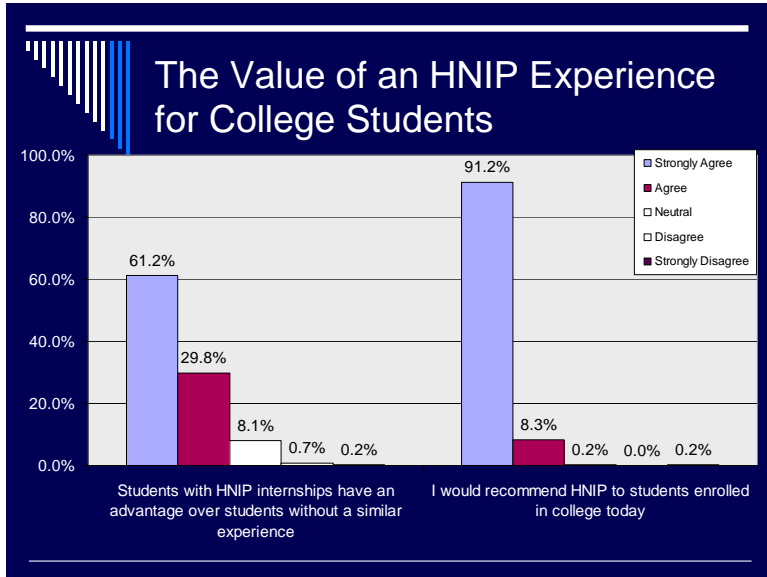
Figure 5



- **The Value of an HNIP Experience for College Students**

Former interns indicated that the HNIP experience gives interns an advantage over other college students. They recommend the internship experience to college students.

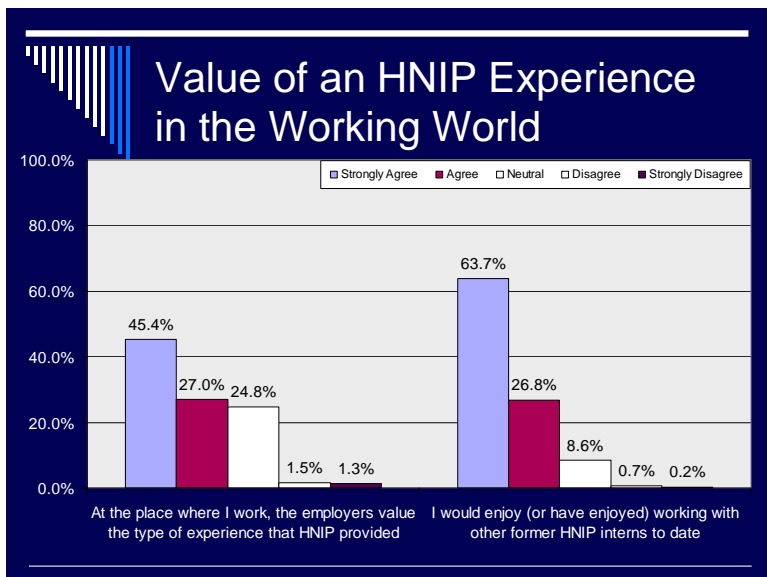
Figure 6



- **Value of an HNIP Experience in the Working World**

As shown in Figure 7, former interns indicate that their employers value their internship experiences. They also indicate that they would like to work with others who have had similar HNIP experience.

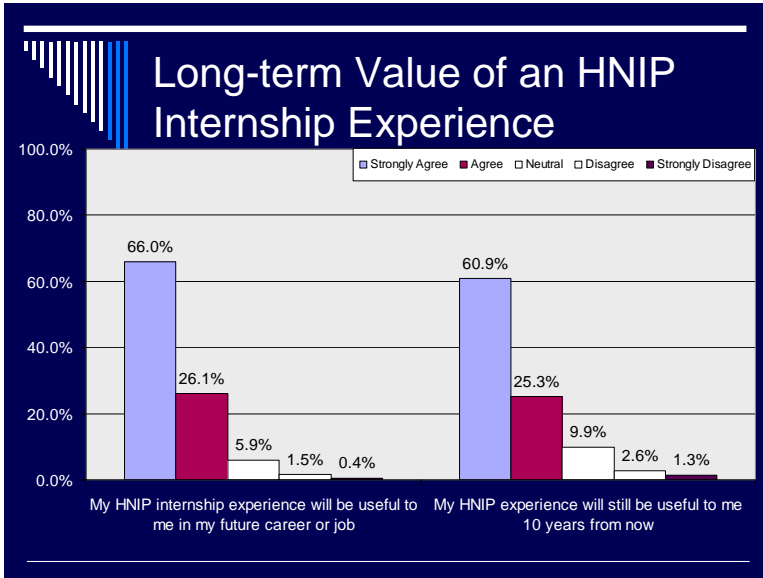
Figure 7



- **Long-term Value of an HNIP Internship Experience**

Former interns indicate that their HNIP experiences will be of value to them in the future.

Figure 8



- **Former HNIP interns rated how their experience helped them with professional skills of value in the workplace.**

Whether regarding public speaking, finding a desirable job, or leadership skills, the responses indicate that the HNIP internship contributed to professional growth. See Figures 9a, 9b, and 9c.

Figure 9a

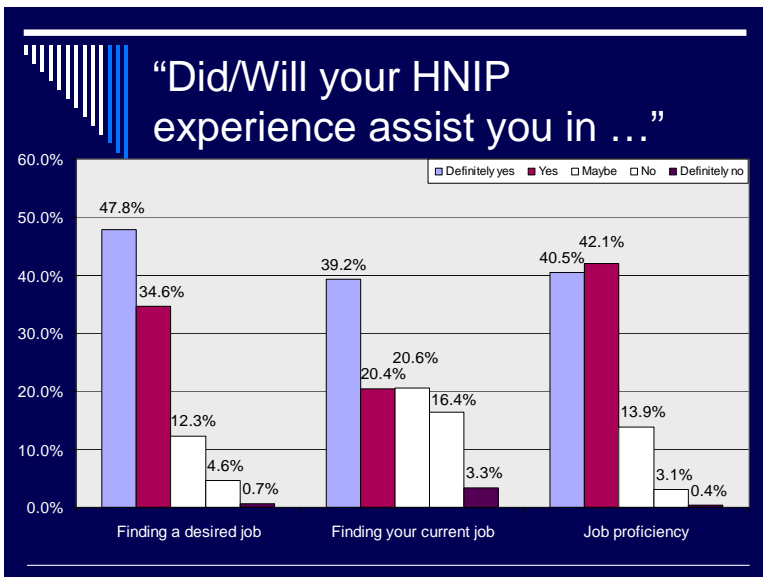


Figure 9b

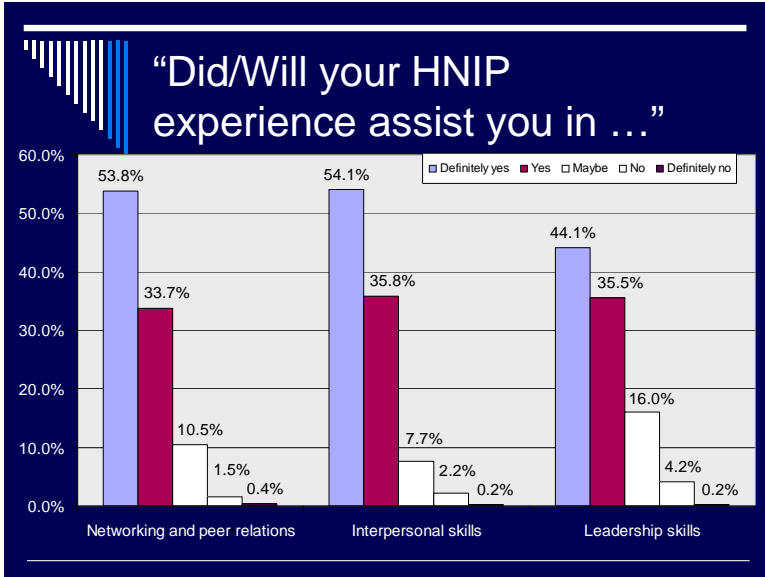
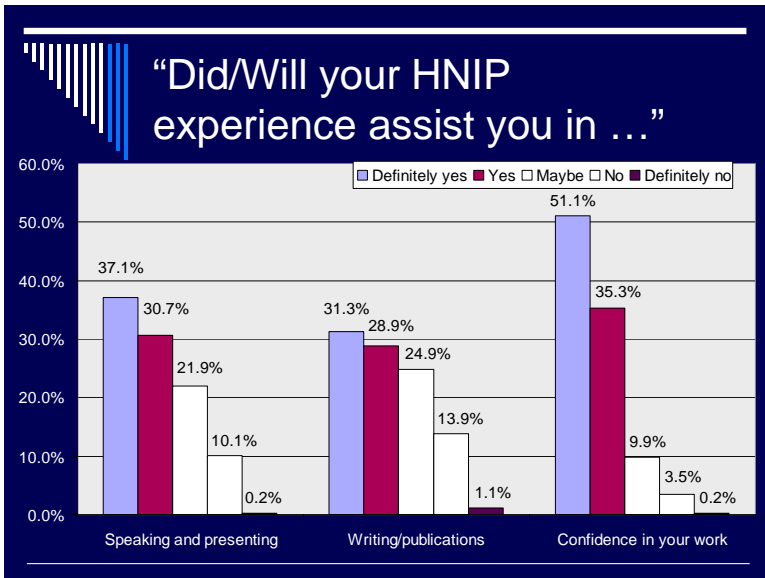


Figure 9c

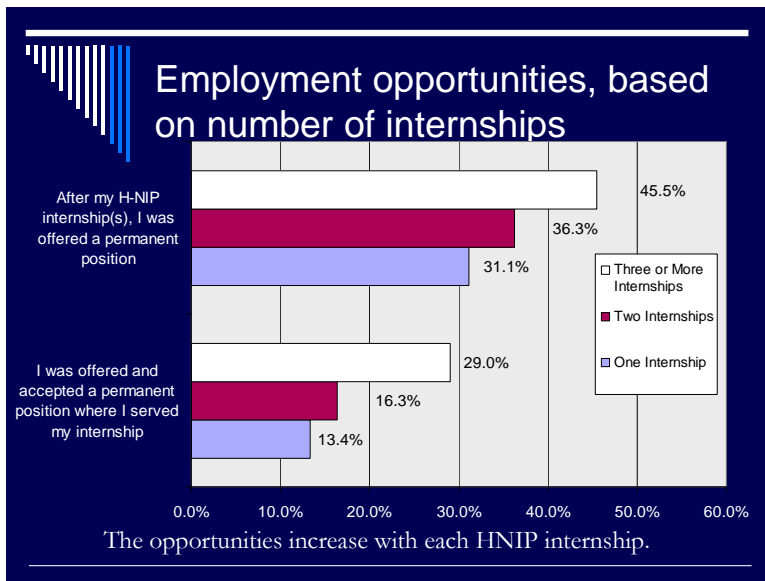


MULTIPLE INTERNSHIPS

- **Employment opportunities, based on number of internships**

Some interns participate in more than one internship. As participation increases, so do opportunities. See Figure 10.

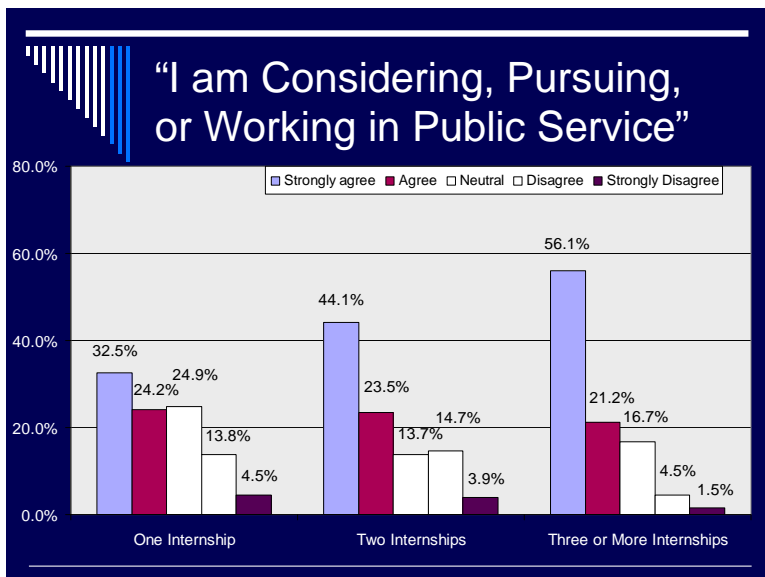
Figure 10



- **Public Service**

Increased participation in internships results in increased interest in careers in Public Service. See Figure 11.

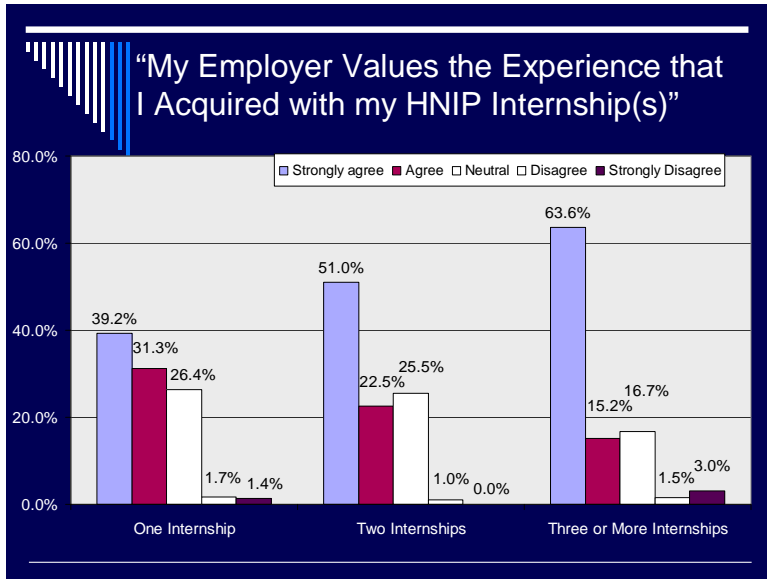
Figure 11



- **Value to Employers**

Increased HNIP participation goes hand in hand with increased employer appreciation. See Figure 12.

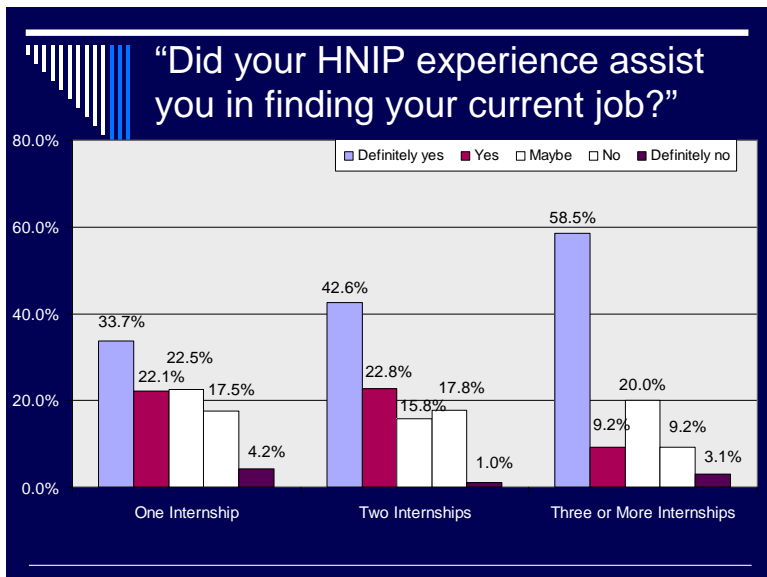
Figure 12



- **HNIP experience helps interns find jobs**

Multiple internship experiences show greater assistance with finding jobs. See Figure 13.

Figure 13



- **Multiple internships and improved skills**

HNIP experience assisted interns with speaking and presenting skills and work confidence. See Figures 14a and 14b.

Figure 14a

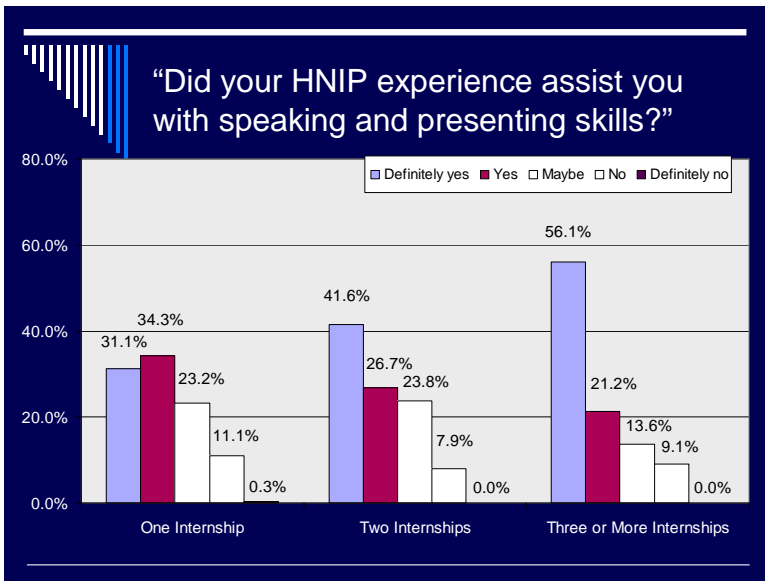
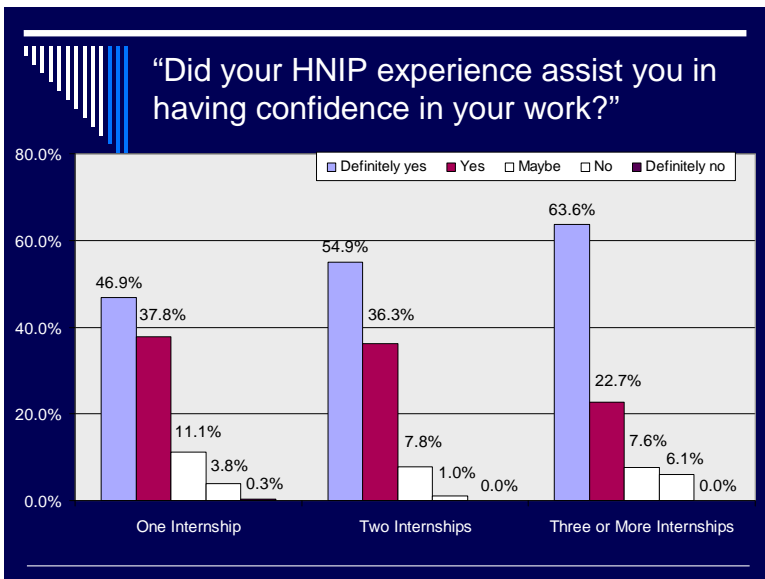
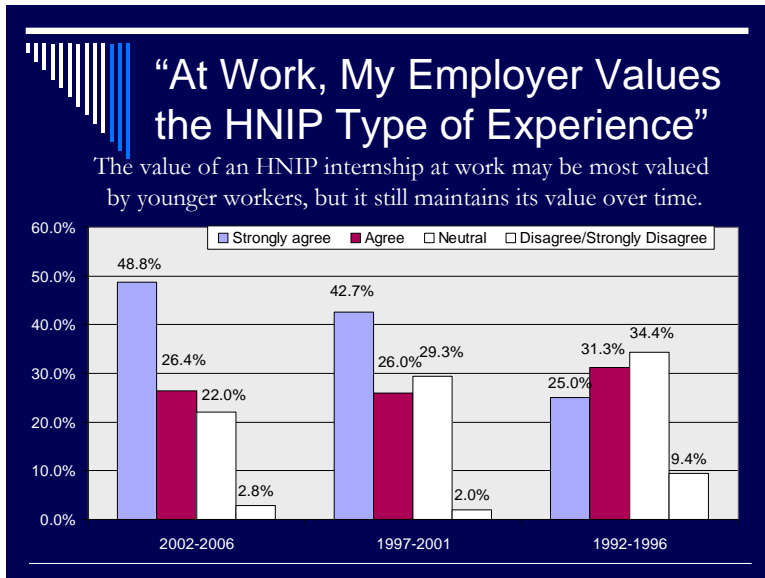


Figure 14b



- **Employers Value HNIP experience over time.**

Figure 15



Conclusion

HNIP has changed many lives for the better. It has fostered learning and development of career abilities. It has provided the federal government and other agencies with an educated, experienced pool of potential employees.