Overview

Progressive academic credit can be just the right carrot to supplement your summer staff salaries as a staff recruitment tool! This session will discuss ways that camp directors can structure the summer experience for staff, so that college students can earn academic credit other than the typical, culminating internship experience.



Housekeeping

- Collect business cards
- Handouts
- Creature comforts
- Ask questions as we go!



Campademics: So You Want College Interns?

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2008 American Camp Association National Conference

Nashville, Tennessee



Learning Objectives

- Discuss how co-curricular activities at camp can benefit students and prepare the next generation of camp professionals
- Discuss how college students earning academic credit can provide camps with year-round programming assistance, project supervision, and additional experienced staff.
- Demystify academic requirements and discuss how camp professionals can assist students in earning a variety of academic credit other than the typical, culminating internship experience.



Using "internships" to recruit staff!

- Is that camp job REALLY an internship for the student's major?
 - Recreation majors need a management internship!
 - Child development majors need contact with youth and should not be in the office.
 - Marketing majors need an internship in the fall/spring, not during the summer program.
 - Nonprofit management majors need to work on fundraising, not teaching swimming at a nonprofit camp.



The Culminating Internship



Camp Needs, Expectations, and Benefits

- Supervisors Leadership
- Project Coordinators
- Fresh Ideas
- Energy & Enthusiasm
- Cost Effective Assistance
- Qualified Camp/Program Assistance
- Future Full-Time Staff
- Commitment
- Professional Attitude, Appearance, and Behavior



Academic Needs, Expectations, and Benefits

- Different from previous experience....more responsibility.
- Experiences.....MEANINGFUL Experiences!
- Mentoring, Guidance, and Assistance!
- Resume/Portfolio Builders (reference, documentation, certifications)
- Chance to test skills, fail, reflect and improve!
- Opportunities to tie theory to practice
- Networking
- Certifications
- Skill Expansion
- Confidence Builder
- Best practices



Internships Need To Be.......

- Developmental....yep more youth development!
- Well Organized
- Goal Oriented
- Co-Curricular



Organized and Goal Oriented

- Student Learning Goals and SMART Objectives
- Projects and Tasks Identified with Deadlines
- Supervision Established
- Parameters Outlined
- Policies and Procedures



Some Myths About "Internships"

- Interns are not free staff, nor slave labor! If you want a good one --- you need to pay them!
- Lifeguarding, counseling, leading activities does not qualify for a management internship.
- Interns are not capable, autonomous professionals. They are chicklings who need to be under your wing!



Academic Credit Other Than The Culminating Internship



In the Spirit of John Dewey Co-Curricular Intensive!

Community Engagement and Service Learning Class Projects

Practicum Hours/Fieldwork (280)

Additional Volunteer Work

Camp Directors' Recruitment Efforts

Minor Internships (AH/Youth Work)

Independent Studies (124/50)

Culminating Major Internship



Earn a 4 Year Bachelor's Degree in Recreation Management and Youth Leadership at Indiana State University

Indiana State University **Recreation Management and** Youth Leadership Concentration

ISU's major takes a professional development approach to the education and training of our students. At ISU, you will be involved in learning important concepts as well as the methods necessary to begin an exciting career in Recreation Management and Youth Leadership at agencies such as YMCA, YWCA, Boys & Girls Club, Girls Inc., and Organized Camping

Program Strengths

- 1. Nationally Recognized Faculty
- 2. Community Engagement and Service Learning throughout Curriculum
 - 280 practicum hours
 - 600 hours/14~16 week internship

Get prepared for the IYD Credentialing Process through the Indiana Youth Pro Association

The IYD Credential provides a competency based process to professionally recognize an individual's knowledge and skills. A person who earns the IYD Credential has demonstrated that they have the skills and knowledge to meet the Core Competencies of the Credential and are able to apply these skills and knowledge in specific program settings. The IYD Credential provides an opportunity for adults working with youth to gain professional recognition of job competence.

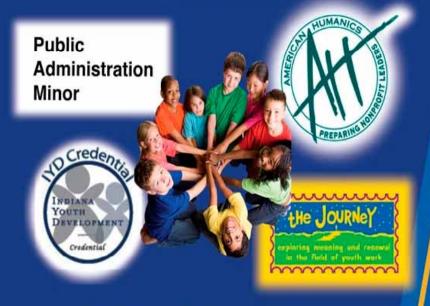
Prepare for a Career in Youth Work at Indiana State University!



More. From day one.

Bachelor of Science in Recreation and Sport Management with a Concentration in Recreation Management and Youth Leadership

Qualify to Take Certified Park and Recreation Professional Exam



http://www.indstate.edu/rcsm

Get Certified as a Nonprofit Manager through the American Humanics Certificate Program















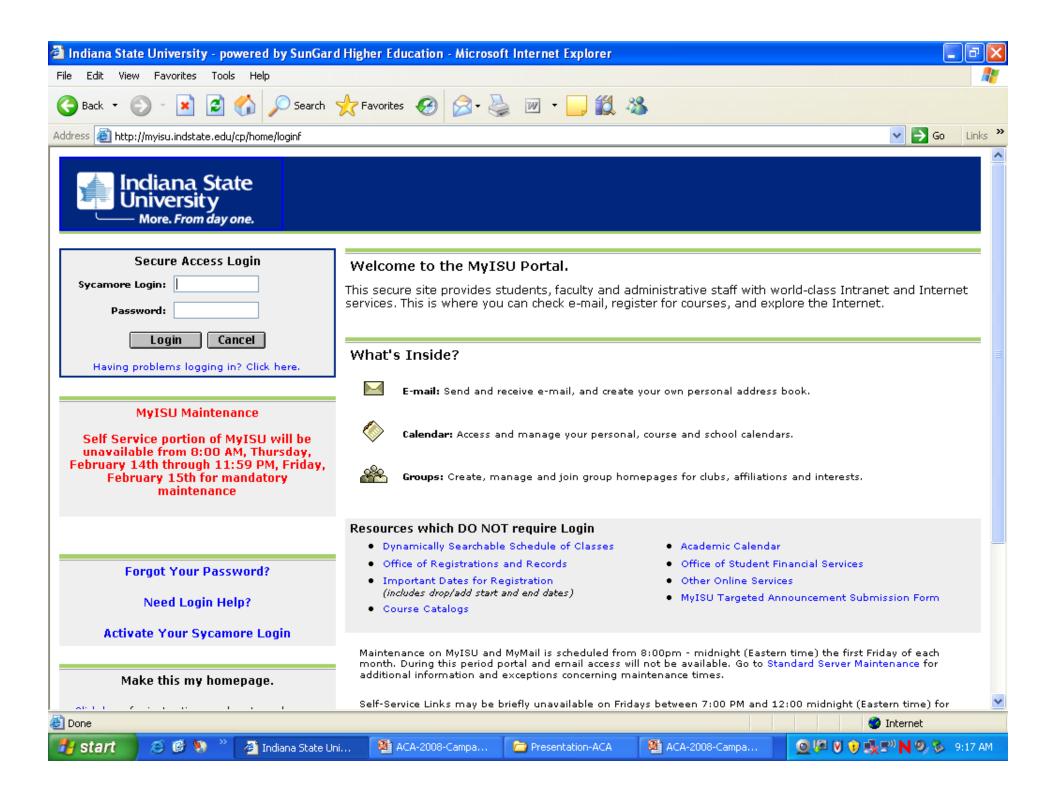
Co-curricular program that facilitates student exploraion of self and youth work

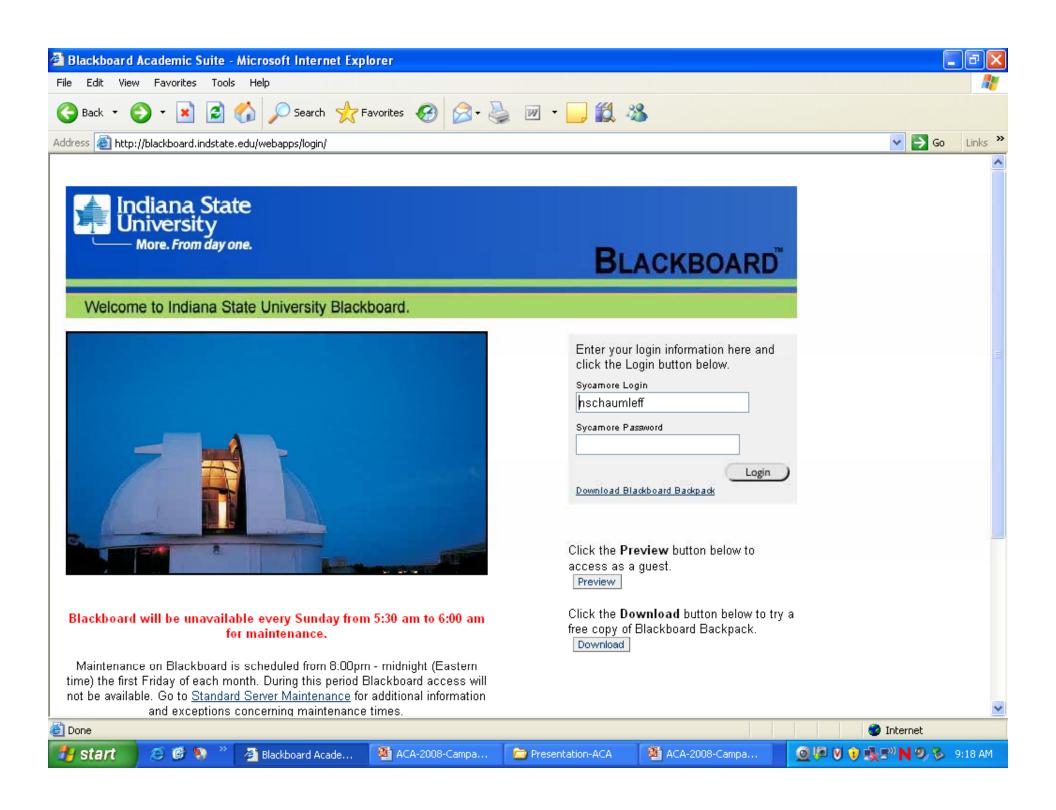
College Student - Staff Recruitment Tips

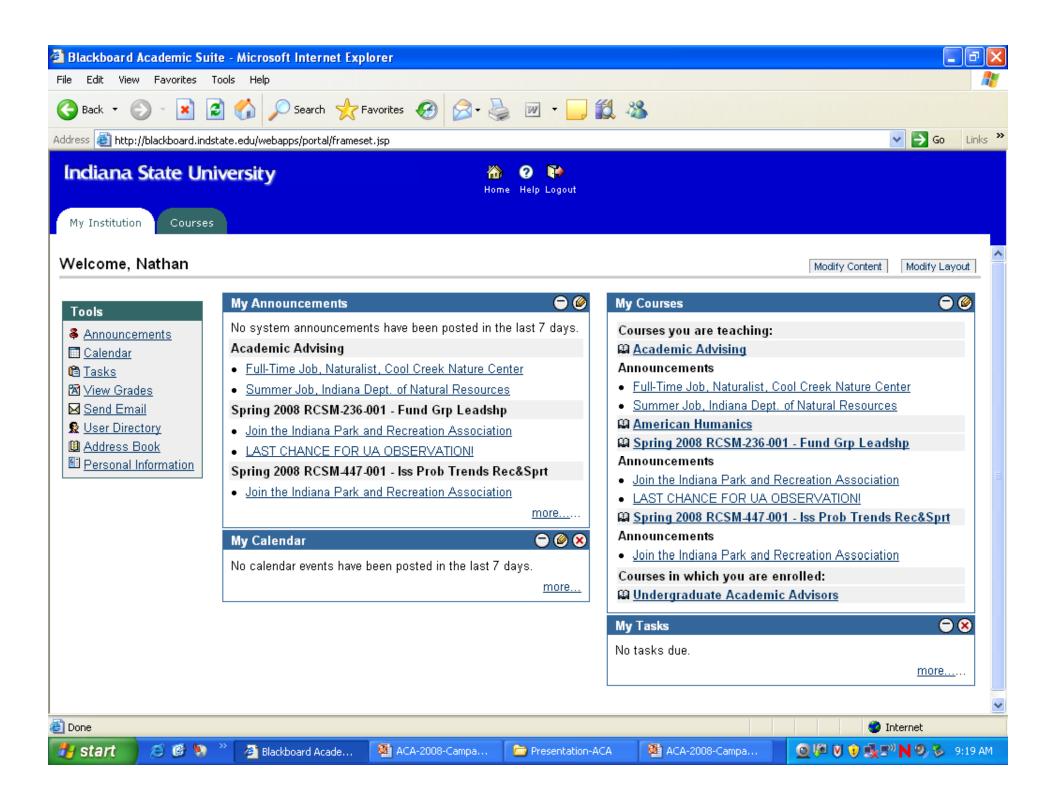








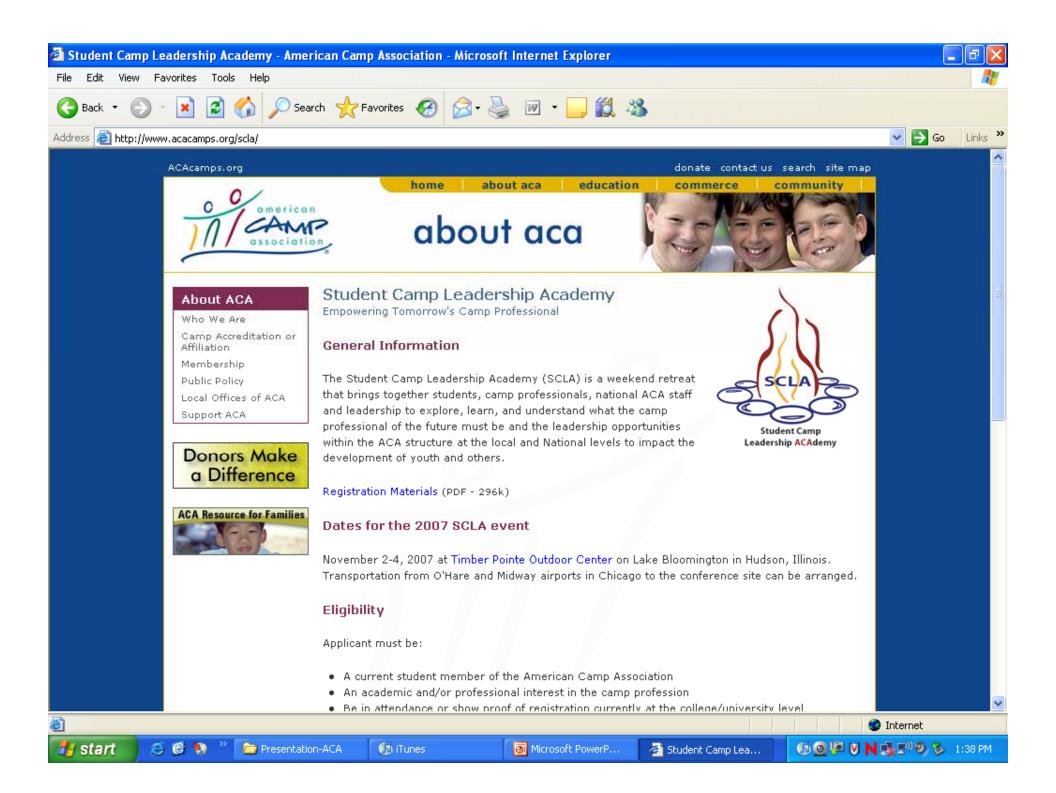




Tips for Recruiting at Universities

- The BEST college students have their summer internships lined up before Christmas
- Speak in Classes and at Club meetings
- Build a long-term relationship with faculty
- Provide internships year-round (marketing)
- Provide time for staff to take on-line summer courses





University Departments

- Recreation Management and Youth Leadership
- Family and Consumer Sciences (Child Development)
- Nursing
- Psychology
- Social Work
- Nonprofit Management



ARE YOU READY?

- Do you have a need?
- Do you have the resources?
- Do you have the time?
- Do you have a FACULTY CONTACT?



Contact Information

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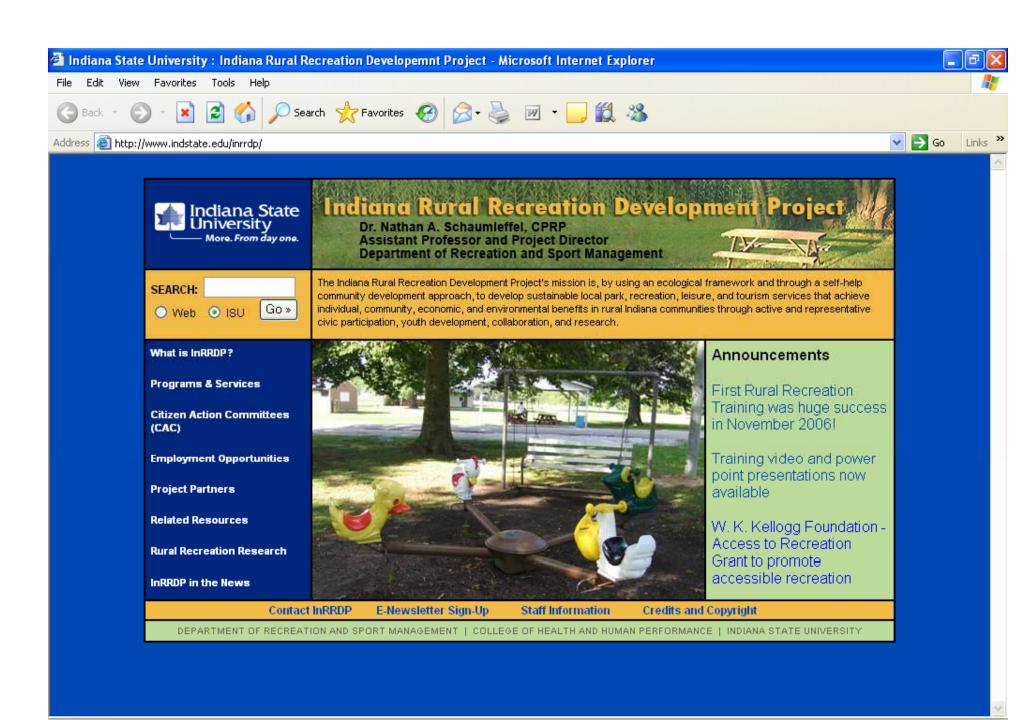
P: 812-237-2189; F: 812-237-2493

nschaumleff@indstate.edu

Indiana Rural Recreation Development Project

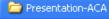
www.indstate.edu/inrrdp







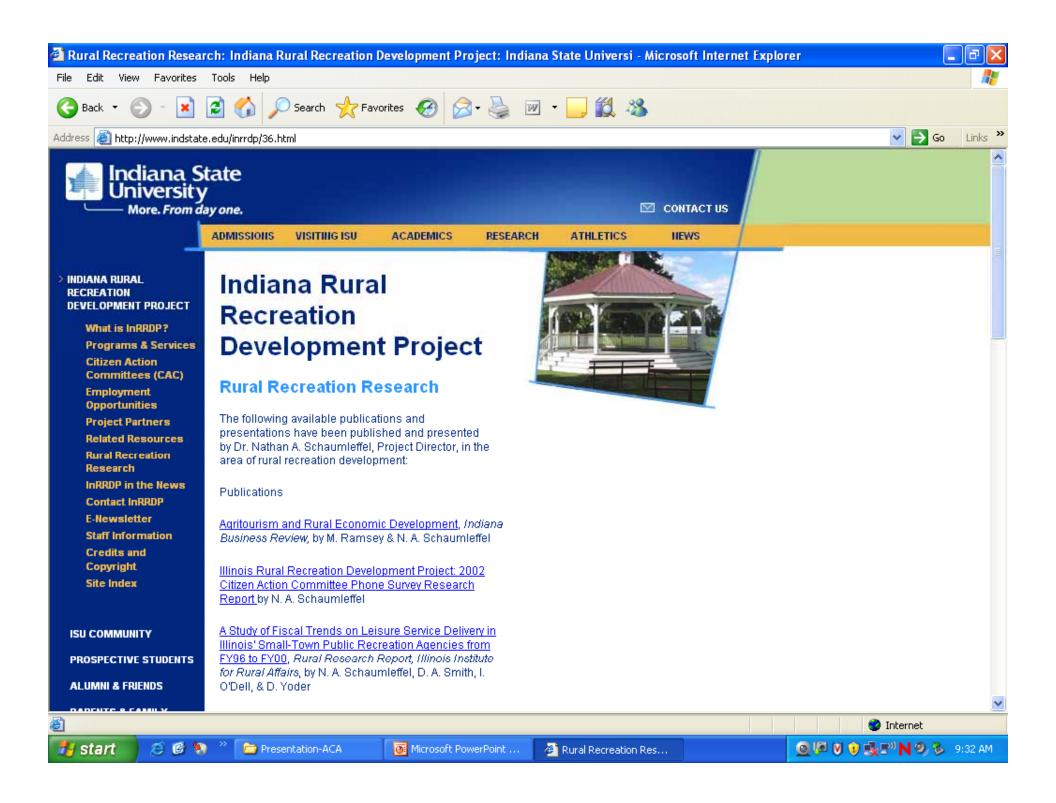












QUESTIONS?

