Theory of Change: Access to Internships

Inputs

Activities and resources required

Resources

- Dedicated team – ~1.5 FTE
- Wider package of support from the university careers team.
- Inputs from employers –time, money, induction, training
- Students' time
- Marketing resources

Activities

- Onboarding process – setting up internship agreements
- Funding internships – 4-week/140 hours
- Ongoing support for students from Careers and Employment Team
- Maintenance of employer log
- Monitoring and evaluation

Outputs

Key deliverables

- Number of students in scheme (by subgroup)
- Number of employers offering internships (by size, sector, geography)
- Number of complete/incomplete internships
- Number of repeat employers
- Students/employers satisfaction scores

Outcomes

Early – midterm results

For students:

- Improved career-relevant personal skill such as communication and teamwork
- Improved role- or sector-specific knowledge and skills.
- Improved confidence and ability to pursue relevant and aspirational career pathways.
- Improved knowledge of relevant and aspirational career pathways.

For the university:

- Equality in graduate outcomes, closing gaps between WP students and peers.

For employers:

- Improved business performance outcome.
- Better management of internship placements.

Impact

Long term results

- Positive employment or good graduate outcomes.
- Employers gain better access to current students to support talent pipeline.

Wider benefits

- Longer term changes in the local economy.

Assumptions (related to individuals who take up the activity)

- Students from WP backgrounds require additional support to arrange internship placements;
- Doing an internship is beneficial for students from disadvantaged backgrounds;
- Students are aware of the scheme.
- Students have the social capital and skills to capitalise on the internship experience.

Assumptions (related to early changes in attitude or behaviour by activity)

- Internship placements provide a meaningful and positive employment experience;
- A good internship experience followed by good academic performance is correlated with good employment prospects.
- Funding is an enabler to encourage employers to take on interns;

Assumptions (related to benefits and possible unintended consequences)

Other factors will influence employment outcomes. Career trajectories are not linear and vary: overall success may not occur until later in a graduates career journey.