

From Campus to Career: Assessing the Influence of Internship Participation on Post-Graduation Employment

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Roadmap

Part 1: Purpose & background

Part 2: Data & definitions

Part 3: Who completes **internships**?

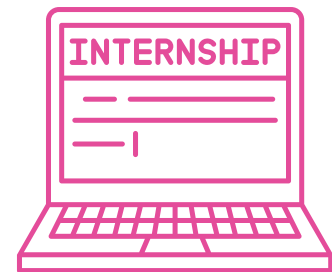
Part 4: Post-graduation **employment**

Part 5: What we know and what's next



Purpose & Background

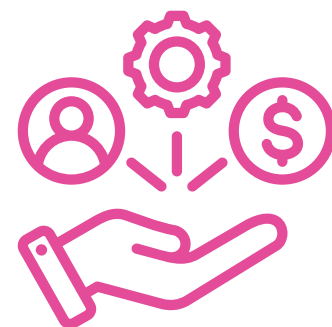
Purpose



Examine the **relationship** between participation in **internship** programs and **post-graduation employment** outcomes



Help students understand the importance of gaining internship experiences at college



Support institutions in providing opportunities and resources that help students develop the skills needed for career success through internship programs

Background

In 2015, Institutional Research at UCOP found:

- **40%** of UC senior undergraduate students reported participating in internship programs.

After controlling demographic and academic factors, **internship participants made...**

\$2,000 more in **first year,**
\$7,000 more in **first three years,** and
\$20,000 more in **first six years**

We want to update
our research with
more robust data
to understand **how
student internship
participation
affects
post-graduation
employment
outcomes.**



Data & Definitions

Data & Definitions

Internship participation data source

University of California Undergraduate Experience Survey (UCUES) from 2010 to 2024 with an **average response rate of 33%**

Employment outcomes data sources

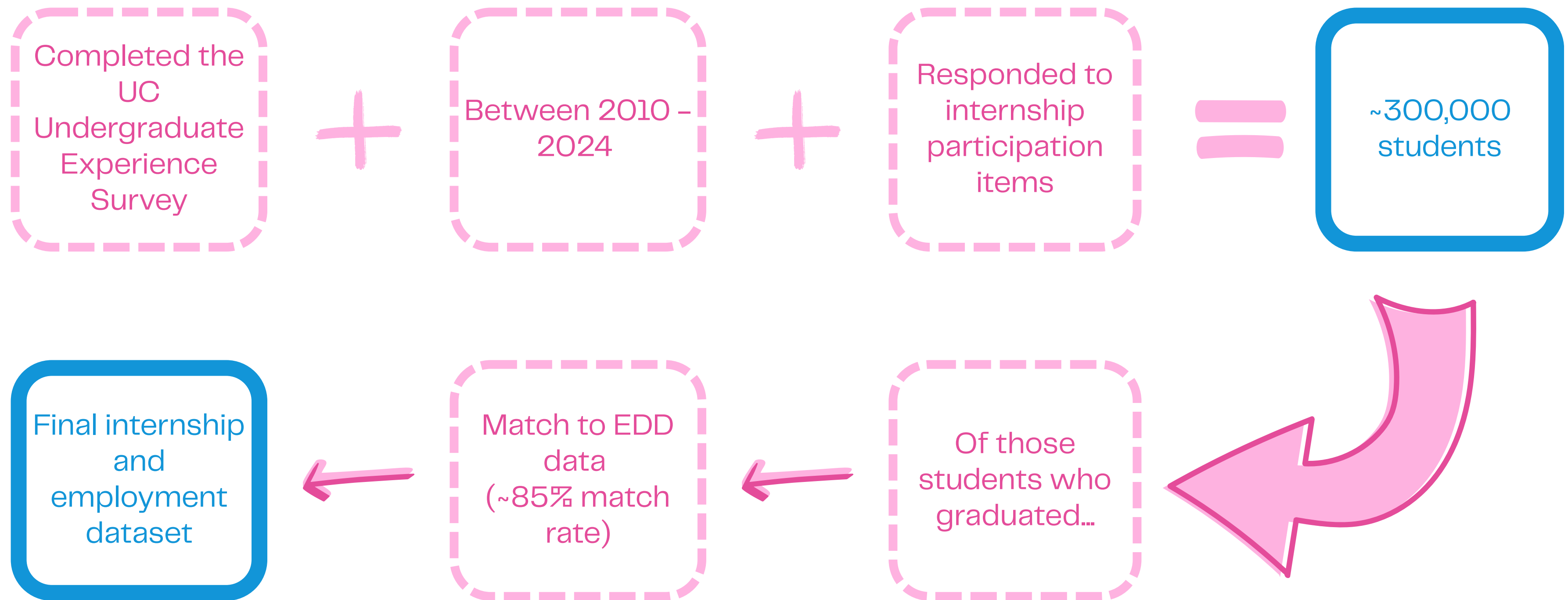
EDD (Employment Development Department in California)

- CA specific quarterly wages matched to UC alumni by SSN
- **Covers ~70 percent of UC graduates** per year back to 2000

Lightcast

- Self reported employment history from public platforms such as LinkedIn
- Periodic acquisition, covers 35–40 percent of UC graduates
- **Disproportionate Engineering/CS representation**

Our sample



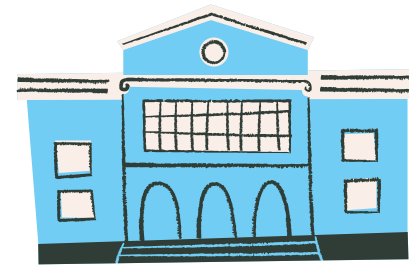


**Who
completes
internships?**

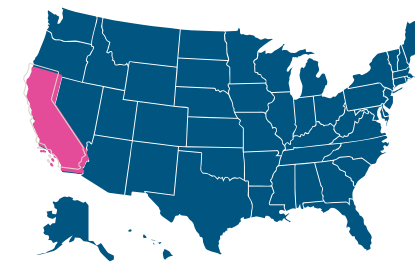
Students with the **highest** internship participation rates are...



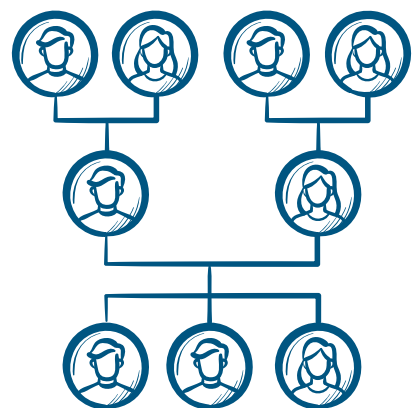
Admitted as
first-year
students



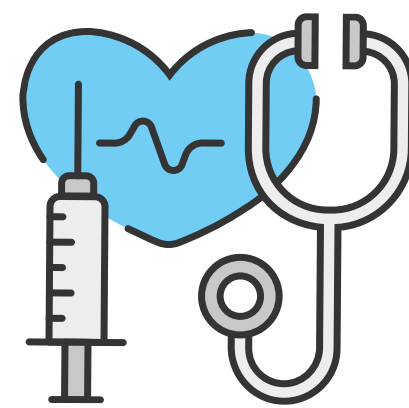
Attending UC
Davis or
Berkeley



Out-of-
state
students



NOT first-
generation
students

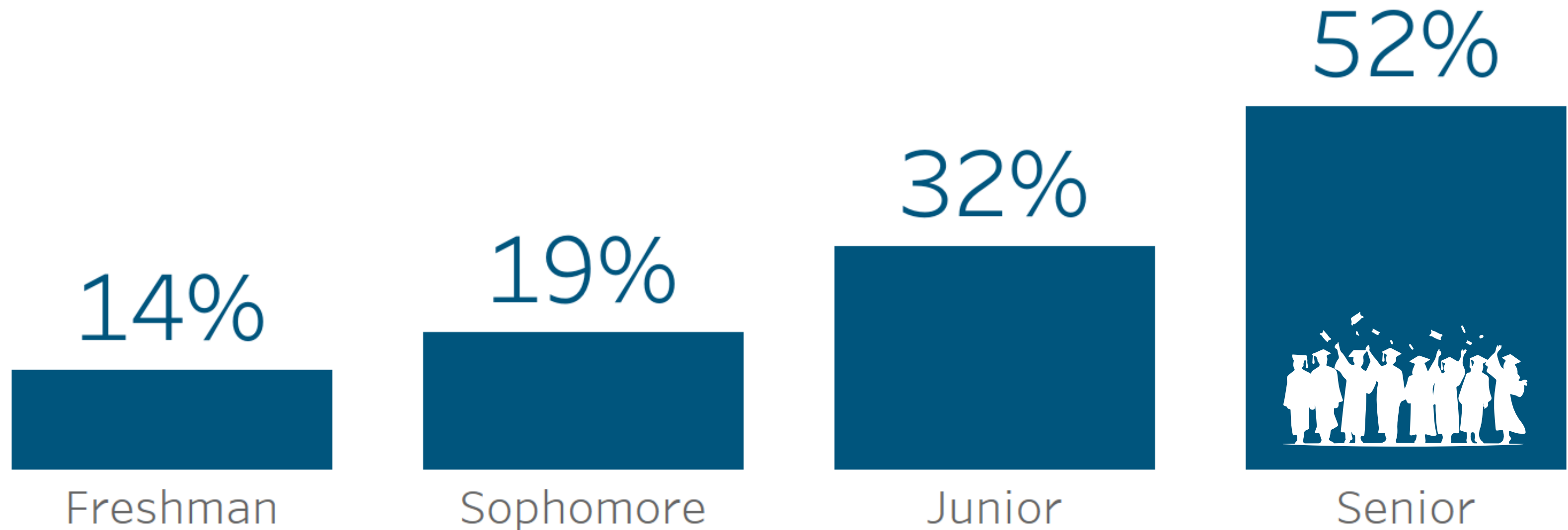


Pre-health
students

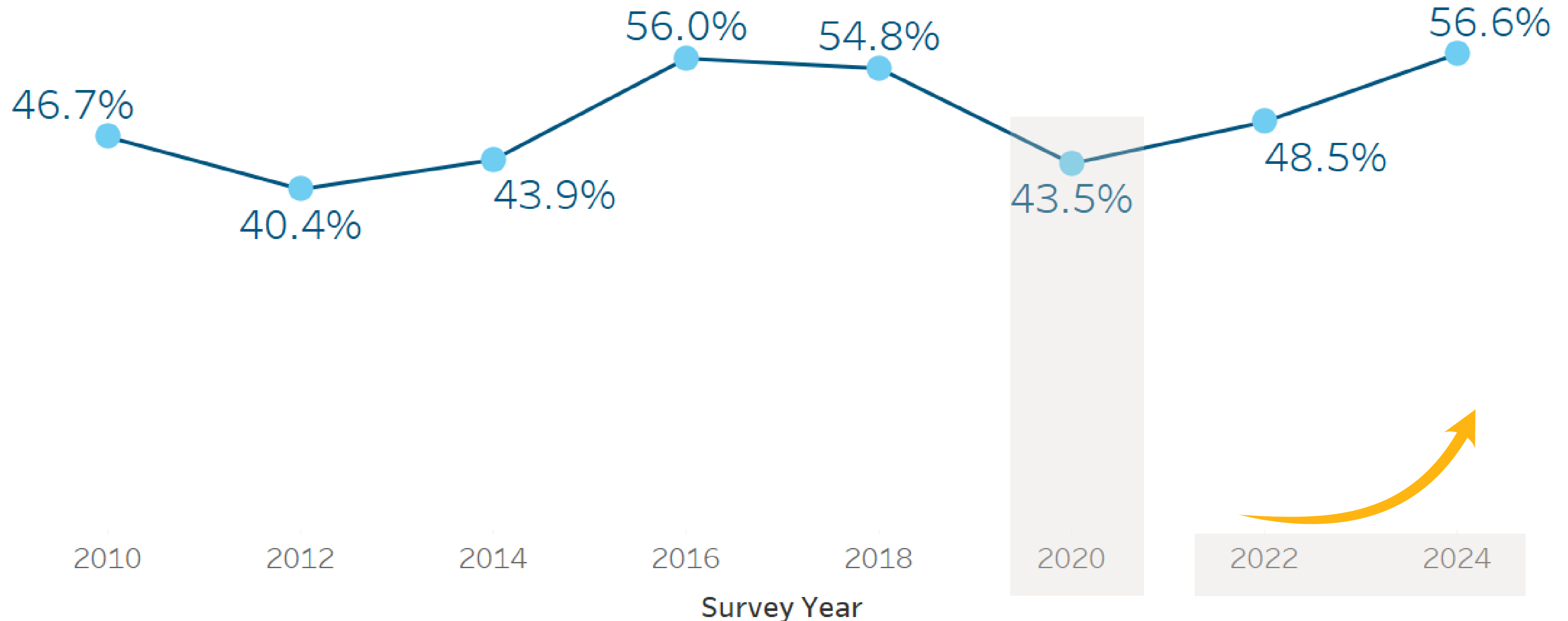


Female and
non-binary
students

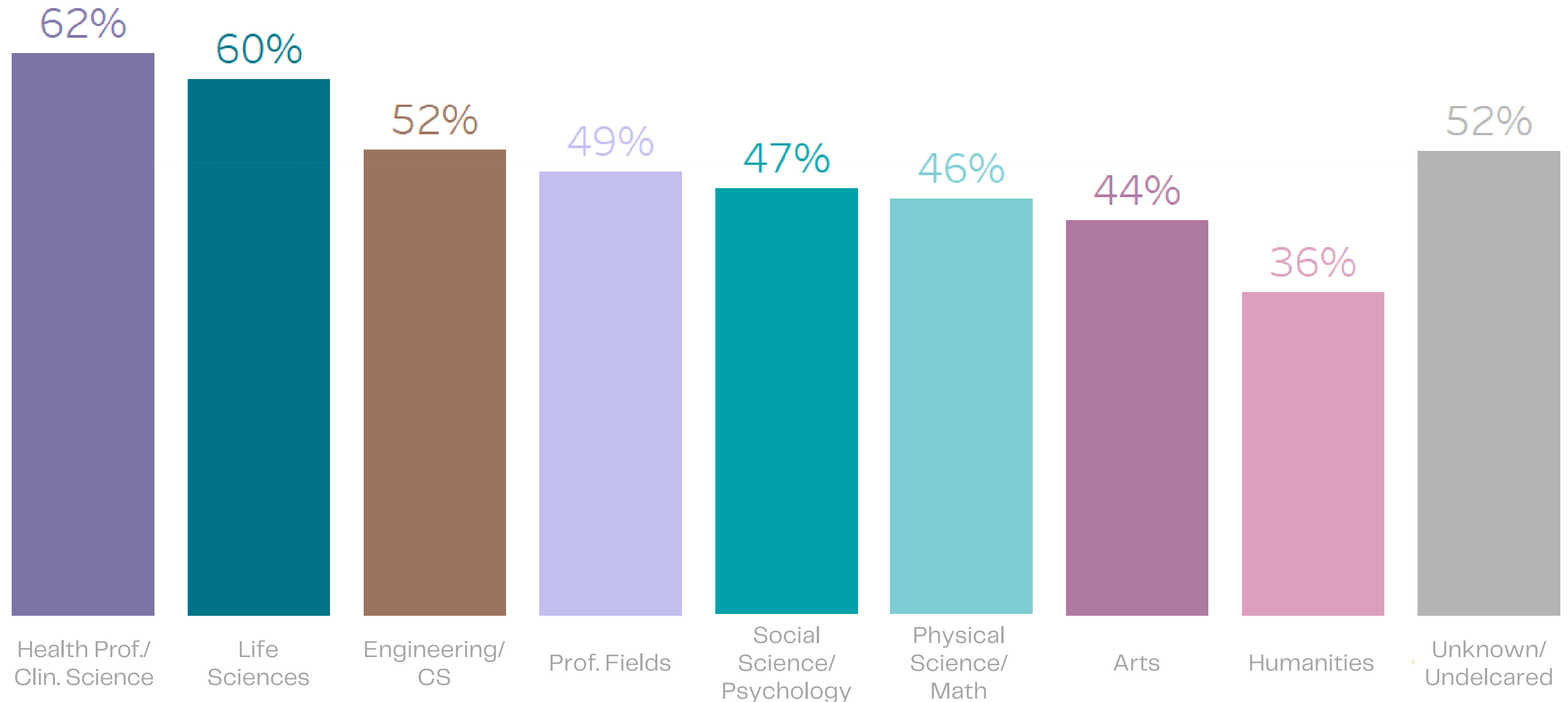
Internship participation increases as students progress in their university studies.



Internship participation has recovered post-pandemic



Pre-health & life science disciplines have the highest internship participation rates

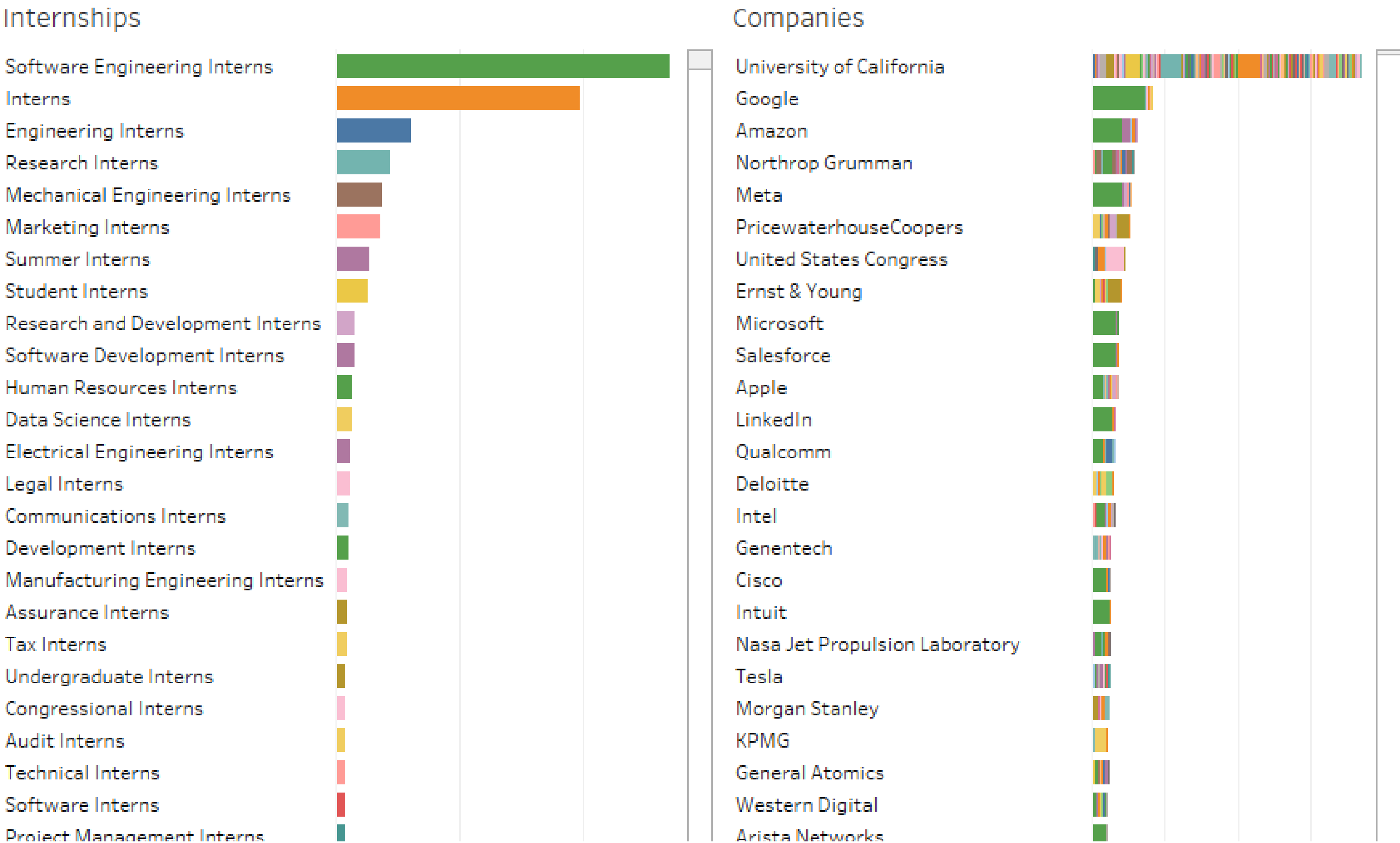


Internship Experiences are Varied With Emphasis on Tech

Students report a wide range of internship experiences, with CS related internships the most common

Source: Lightcast Alumni Pathways

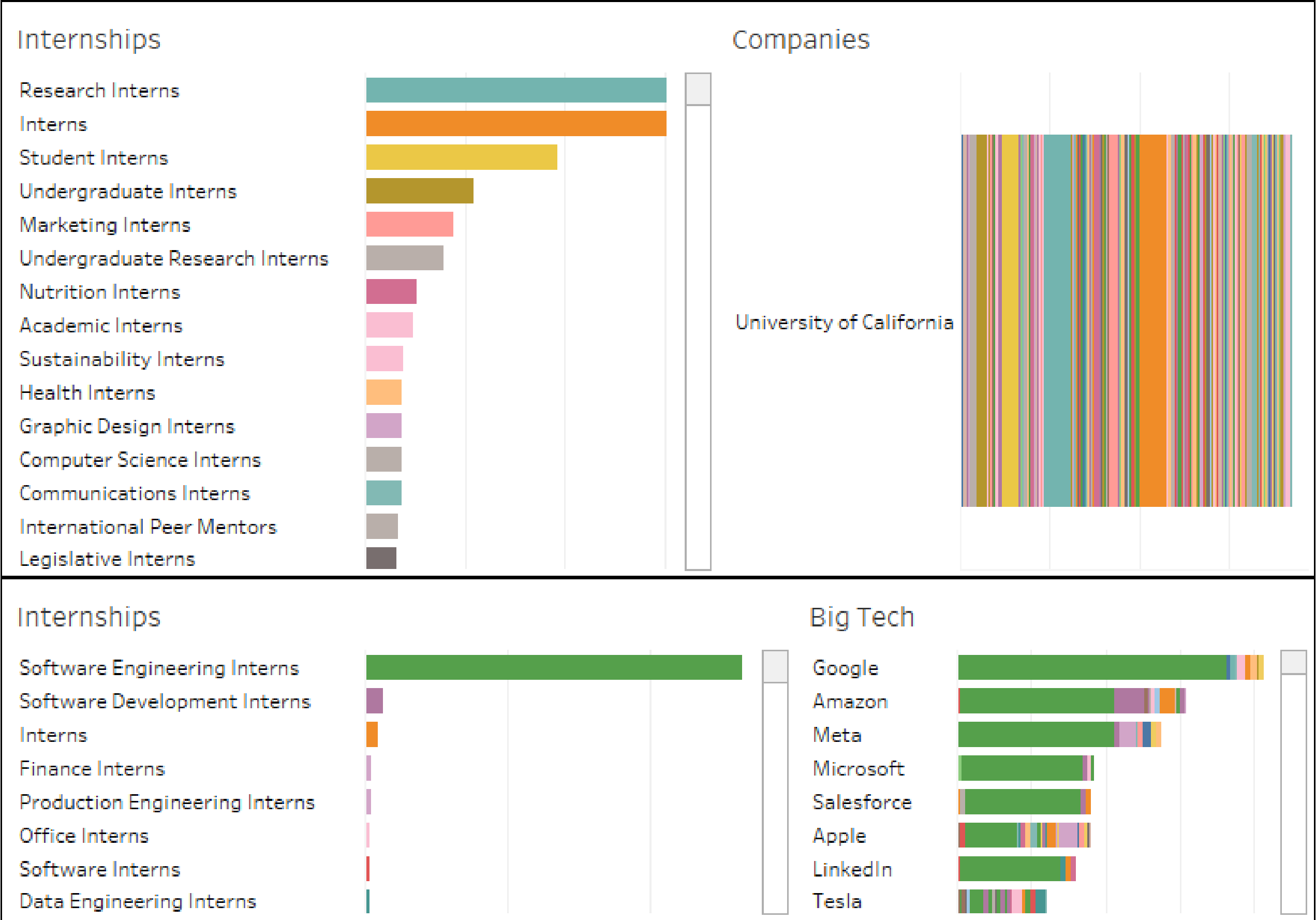
Internship Titles and Companies Before Graduation



Internship Experiences are Varied With Emphasis on Tech

UC sponsors the most internship types, while Big tech internships are more concentrated in specific roles

UC and Big Tech Sponsored Internship Titles Before Graduation



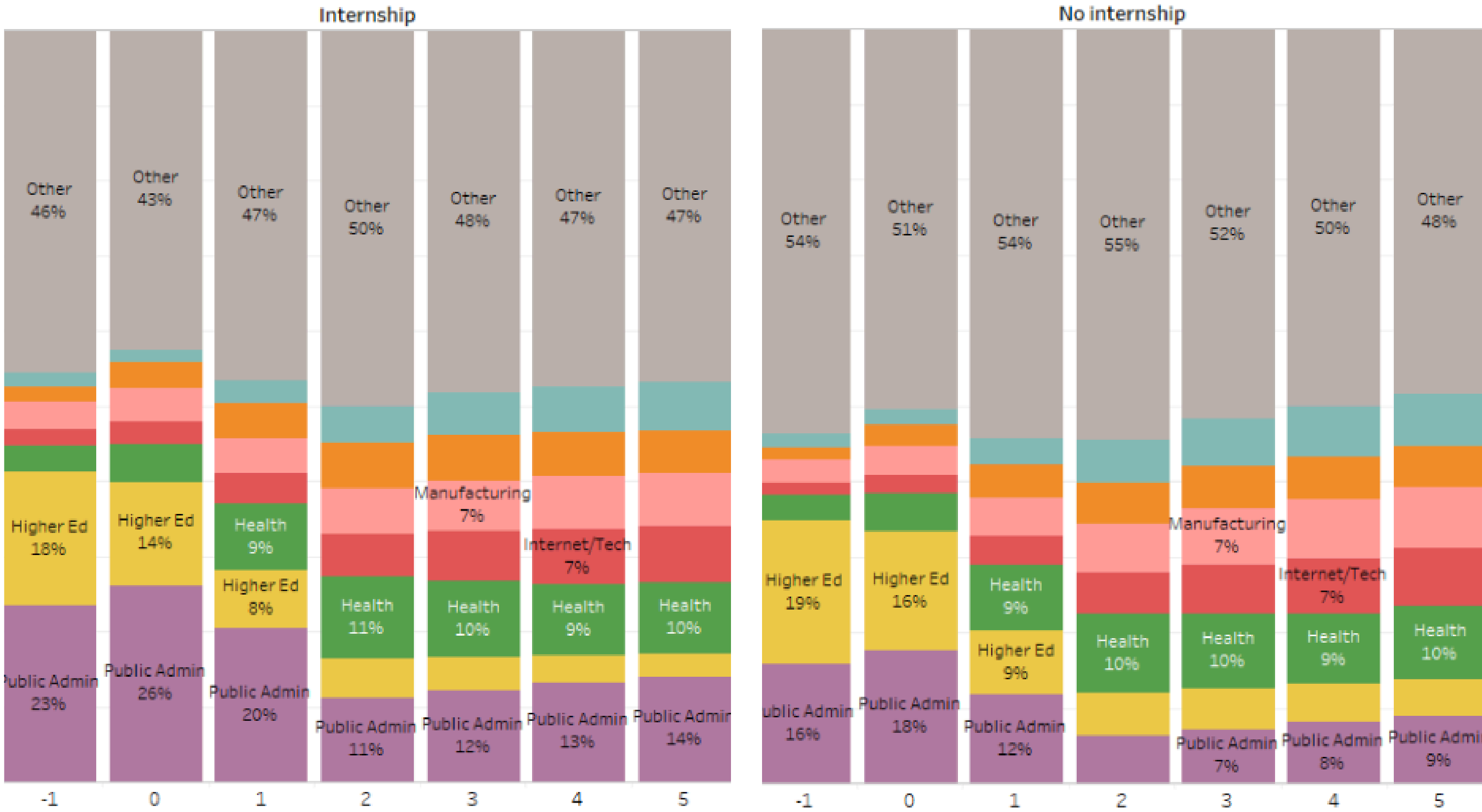
Source: Lightcast
Alumni Pathways

“Stickiness” of Internships by Sector

CA Industry of Employment by Years After Graduation and Internship Status

Public sector and higher education are the most frequent sectors providing internships

Students who do public sector internships are more likely to remain employed in the public sector after graduation



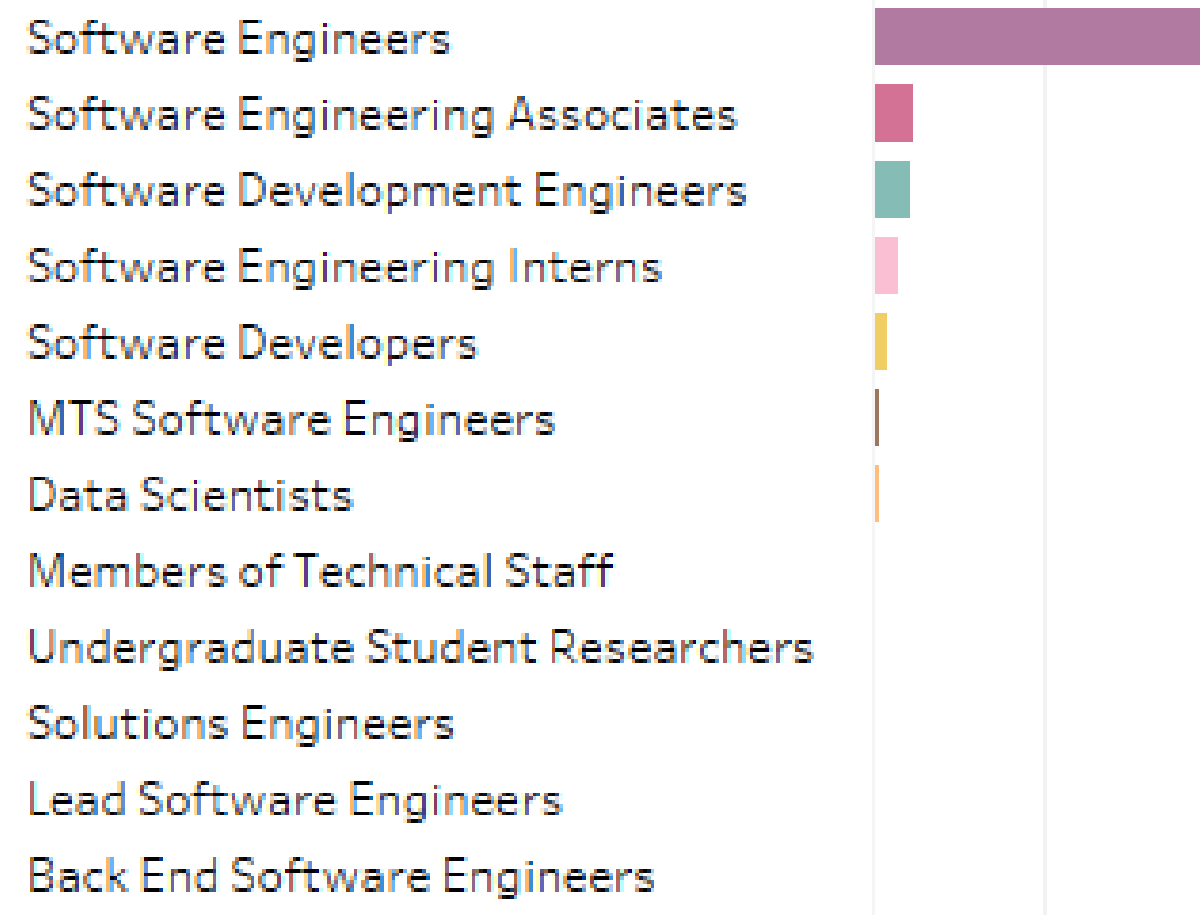
Source: CA Employment Development Department Quarterly Wage Data



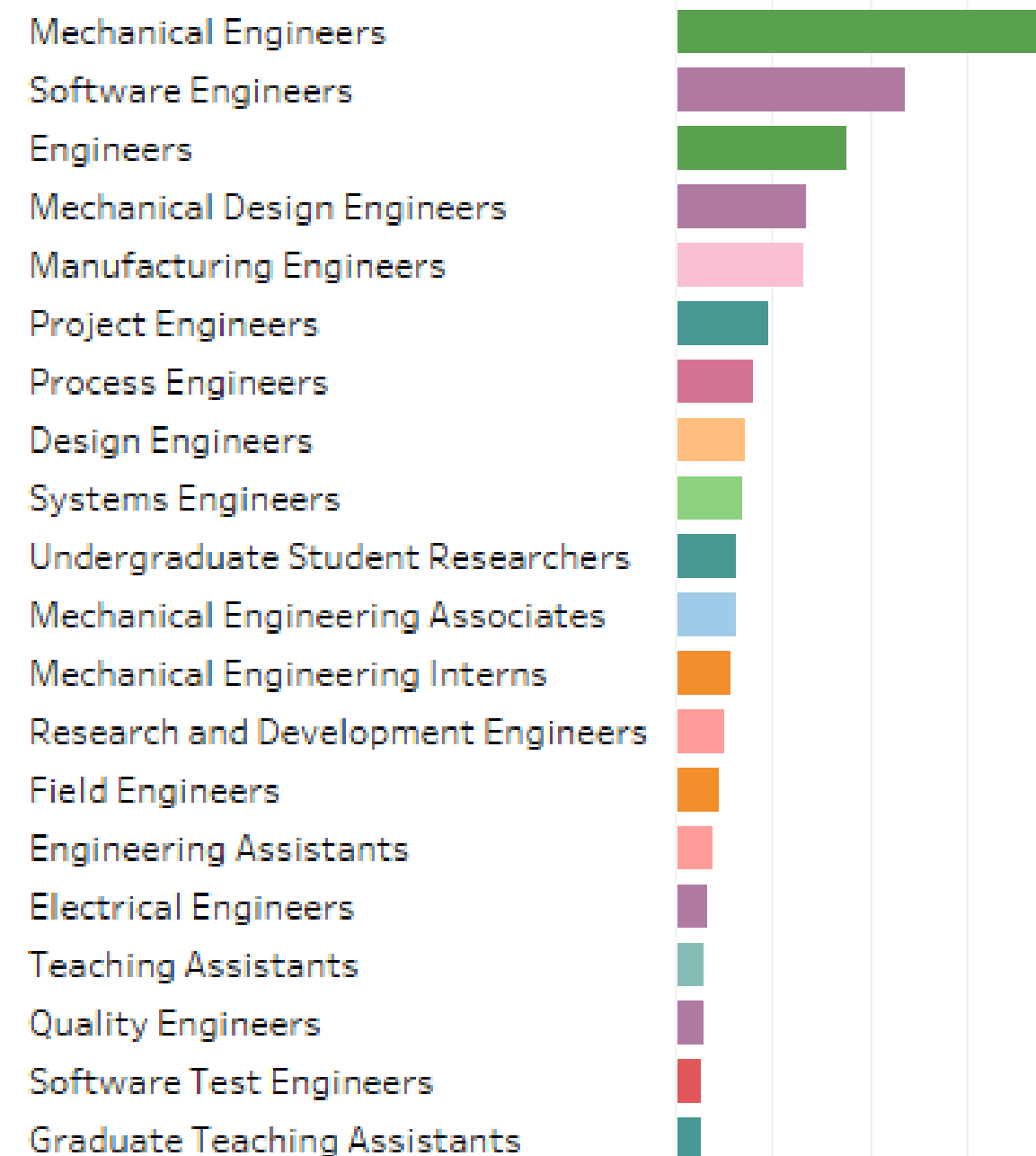
Post-graduate employment

Internships lead to a variety of related postgraduate jobs

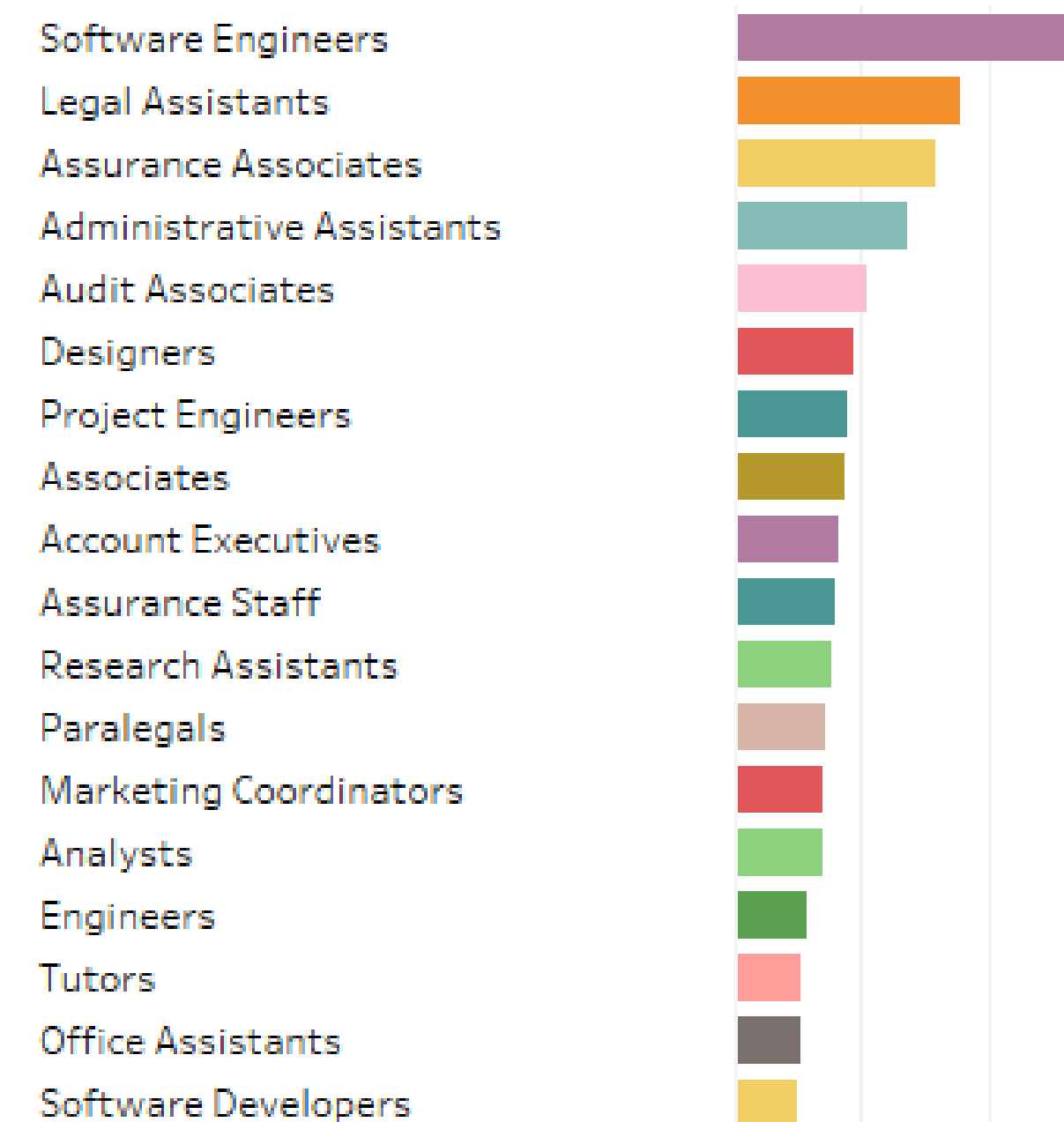
Postgraduate jobs of Software Engineering Interns



Post graduate jobs of Engineering Internships



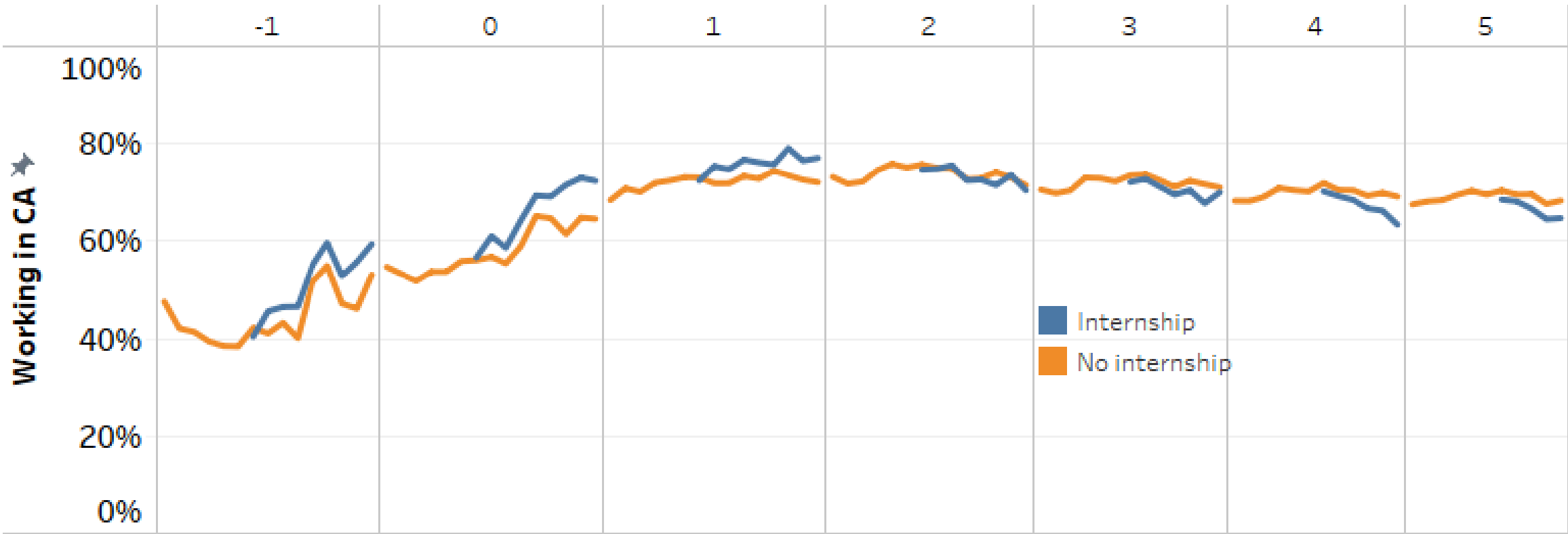
Postgraduate jobs of General Internships



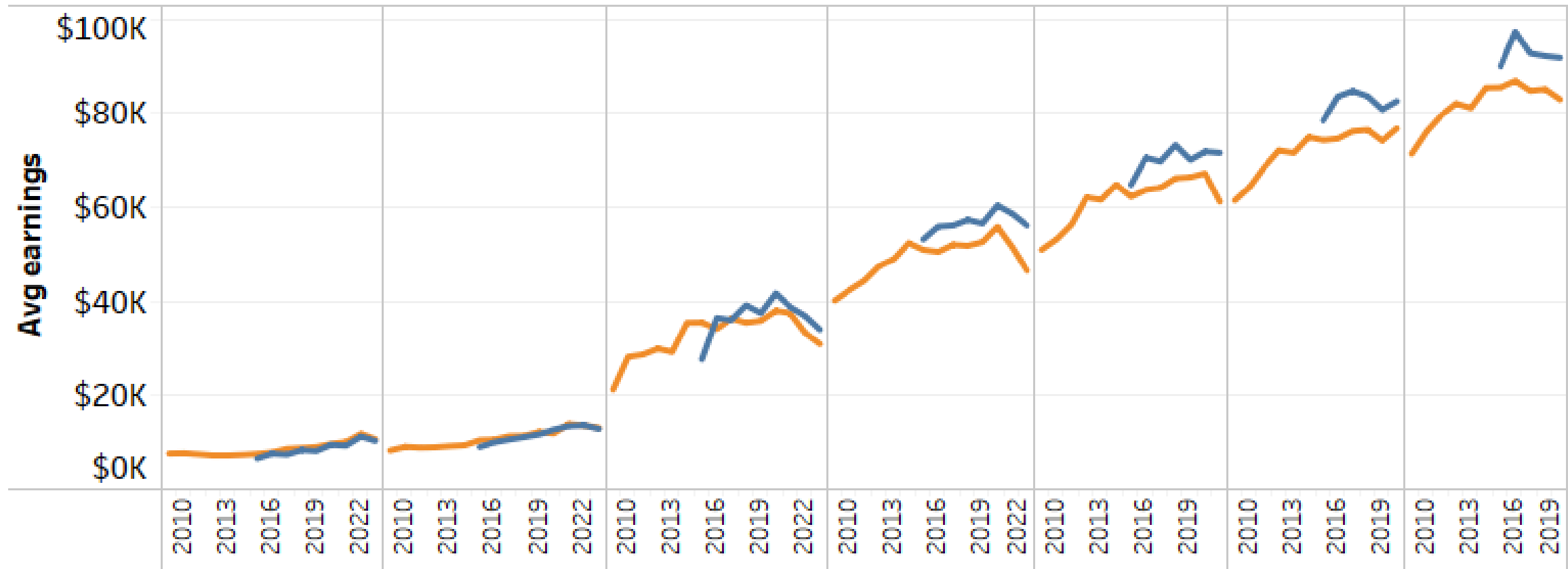
Source: Lightcast Alumni Pathways

Postgraduation Employment Outcomes

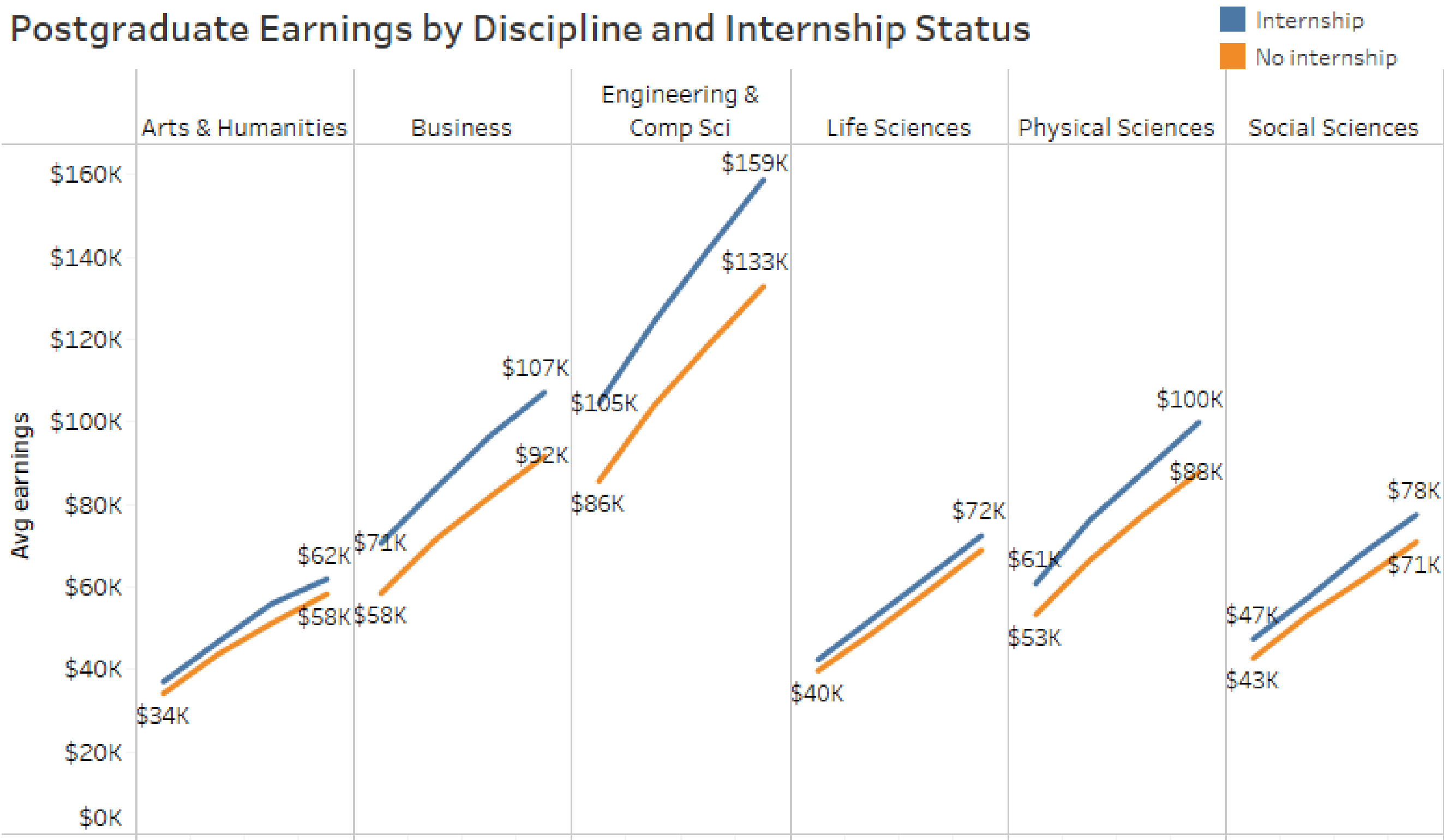
Internship participants slightly less likely to be working in CA at 5 years after graduation (65 vs 68 percent)



Internship participants earn 19 percent (\$9K) more at two years after graduation and 11 percent more at 5 years after graduation



Internship Participants Have Higher Postgraduate Earnings Trajectory



Biggest differential in Business and Engineering/Computer Science

Does not account for graduate degrees, geographic location, or other variables that may affect earning potential.



**WHAT'S
NEXT?**

**What we know
and what's
next**

Takeaways

Student participation in internships has grown since 2020

Are rising labor market demand for practical skills driving students to seek out-of-classroom experiences?

UC is the largest provider of internships, offering a wide range of opportunities

Do UC internships lead to different employment outcomes compared to non-UC internships?

Initial findings suggest internships support stronger post-graduate earnings and career alignment.

Further analysis is needed to account for selection bias and confounding variables.

Next Steps

01

Continue to build upon and **improve data analysis and modeling.**



02

Share results with UC leadership and stakeholders **to inform decision making**



03

Develop a public data dashboard to disseminate findings to support student learning.

