

## Career Marketplace - Internship Request Evaluation Rubric

Evaluation Standard	4 - Exceeds Criteria	3 - Meets Criteria	2 - Partially Meets Criteria	1 – Does Not Meet Criteria	Rating/Notes
<i>Purpose of Internship: Experiential Learning vs. Staffing Need</i>	The internship is <b>intentionally structured as an experiential learning opportunity</b> with <b>clearly defined educational value</b> and is <b>not used to meet routine staffing or operational needs</b> .	The internship is <b>primarily structured as a learning experience</b> with <b>identified educational value</b> , with <b>minimal reliance on routine or operational tasks</b> .	The internship includes <b>some elements of experiential learning</b> , but <b>educational value is limited or inconsistently defined</b> ; work includes a <b>notable amount of routine or operational tasks</b> .	The internship is <b>primarily used to meet staffing or operational needs</b> , with <b>little to no defined experiential learning or educational value</b> .	
<i>Internship allows the student to apply technical knowledge gained in their specific program to the internship experience? (Compare to Tri-C Program Learning Outcomes)</i>	The internship <b>intentionally and consistently requires application of technical knowledge and skills</b> from the student's program, with <b>clear, direct alignment to specific program learning outcomes</b> ; students engage in <b>complex, discipline-specific tasks</b> that demonstrate mastery.	The internship <b>regularly provides opportunities to apply technical knowledge</b> from the student's program, with <b>general alignment to program learning outcomes</b> ; students complete <b>relevant, skill-based tasks</b> with some depth.	The internship <b>offers limited or occasional opportunities</b> to apply technical knowledge, with <b>indirect or partial alignment</b> to program learning outcomes; tasks are <b>somewhat related but lack depth or consistency</b> .	The internship <b>does not meaningfully require application of technical knowledge</b> from the student's program and <b>lacks alignment</b> to program learning outcomes; tasks are <b>primarily unrelated or general in nature</b> .	
<i>Opportunity is demonstrated to develop professional skills, aligned to industry area, through the experience rather than menial tasks.</i>	The experience <b>intentionally and consistently develops professional skills</b> that are <b>directly aligned to the student's industry or career pathway</b> , involving <b>substantive, hands-on, and skill-building work</b> beyond routine or menial tasks.	The experience <b>provides meaningful opportunities to develop professional skills</b> that are <b>generally aligned to the student's industry area</b> , with <b>some substantive responsibilities</b> alongside occasional routine or support tasks.	The experience <b>offers limited or inconsistent opportunities</b> to develop professional skills, with <b>partial or indirect alignment</b> to the student's industry area; work is <b>primarily routine, tasks</b> .	The experience <b>does not meaningfully support the development of professional skills</b> aligned to the student's industry; work is <b>routine or menial tasks</b> with minimal learning relevance.	
<i>Does the internship role align with Tri-C vision 2030?</i>	The internship <b>intentionally aligns to multiple Vision 2030 pillars</b> , with clear connections to <b>career pathways, academic progression, and community or employer impact</b> ; includes <b>defined outcomes or pathways to employment or continued education</b> .	The internship <b>clearly aligns to at least one Vision 2030 pillar</b> and reflects elements of another, including <b>career relevance and some employer or community connection</b> .	The internship shows <b>limited or indirect alignment</b> to Vision 2030 pillars, with <b>unclear connections to career pathways or community impact</b> .	The internship <b>does not demonstrate alignment</b> to Vision 2030 pillars and lacks connection to <b>career pathways, academic progression, or community impact</b> .	
				<b>Total</b>	<b>/16</b>