

Interns Can Help Your Business or Organization Find Balance & Grow



PRESENTERS

FRANKLIN & MARSHALL
COLLEGE



Pennsylvania College of
ART & DESIGN
CAREER
SERVICES



Stephanie McConnell

Executive Director,
Career & Community
Development



Patty Taggart

Assistant Director,
The Career Center,
Millersville University



Maria Provencher

Assistant Dean of Career
Development & Internships



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Millersville University

UNIVERSITY COLLEGE

Career Center



Pennsylvania College of

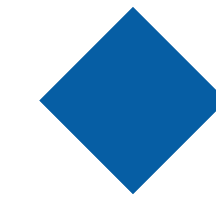
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Who We Are

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- Est. 1787
- 1,867 students
 - 42 states/55 countries
- Top 30 Liberal Arts College
- Top Industries
 - Finance
 - Healthcare
 - Education



Who We Are

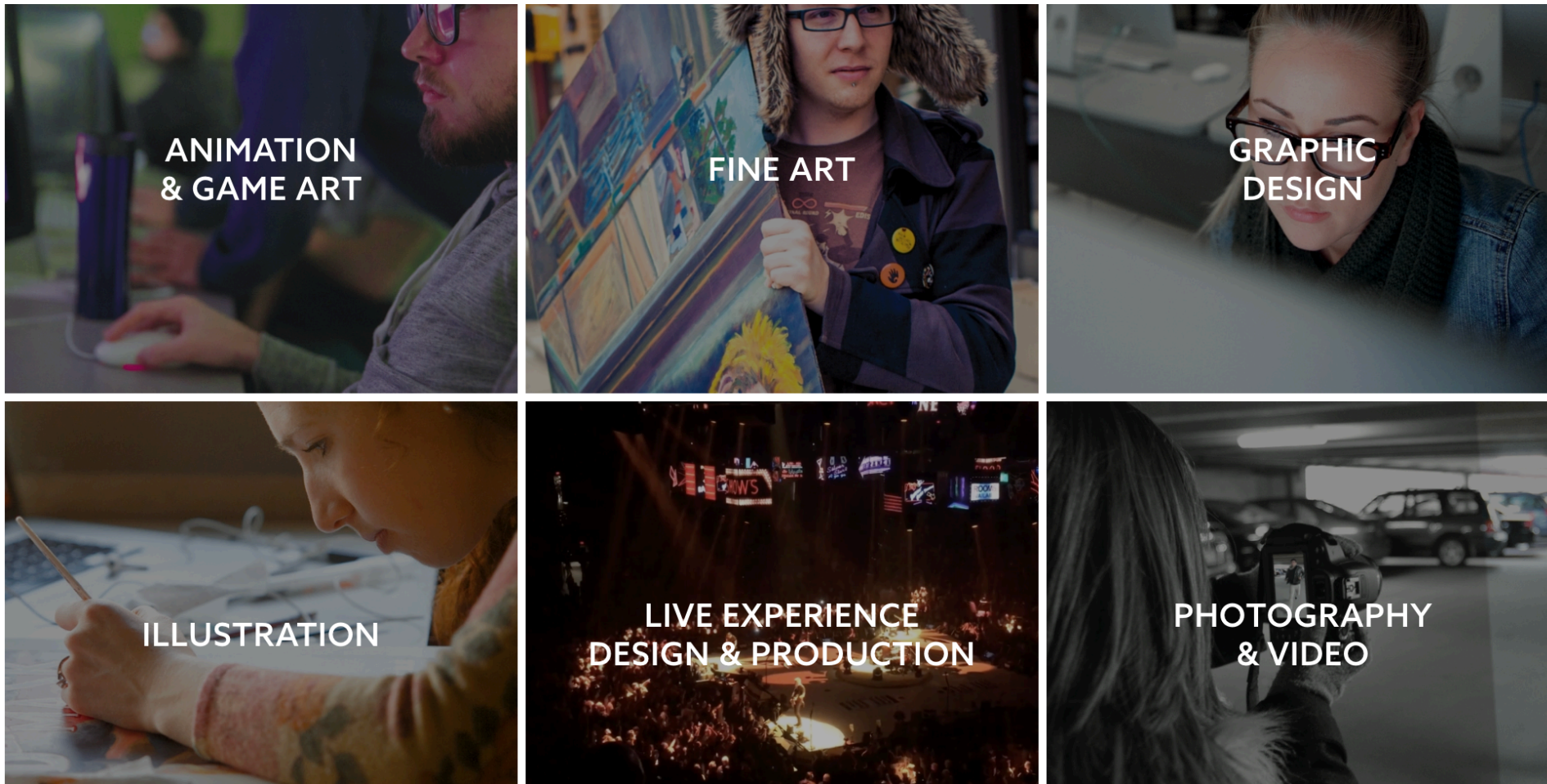


- Pennsylvania State System of Higher Education.
- Serves a diverse community of learners, including dual-enrollment, traditional students, adult & online learners.
- Over 5,800 undergraduate students enrolled for the Fall 2024 term.
- 38% of our undergraduate students reside in Lancaster County.
- More than 100 undergraduate and graduate programs.
- 82% of Class of 2022 graduates reported being employed in Pennsylvania.

Who We Are

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ENVISION . ENGAGE . EXPERIENCE

PCA&D students bring more than just their artistic talent—they bring essential skills that can make a real impact on your company.

Our students offer:

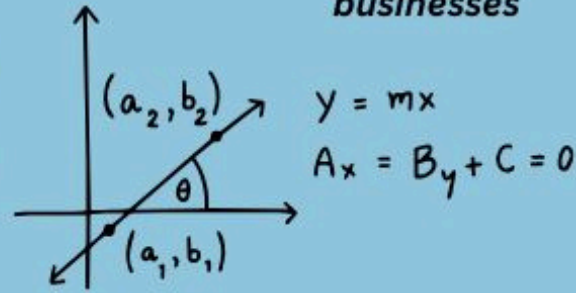
- **Conceptual Thinking** – Generating innovative ideas and seeing the bigger picture.
- **Ability to Take Direction & Receive Critique** – Growing from feedback to refine and improve their work.
- **Dependability** – Meeting deadlines and following through on commitments.
- **Autonomy** – Working independently while staying accountable.
- **Nuanced Communication** – Effectively conveying ideas across different audiences.
- **Active Listening** – Understanding needs and responding thoughtfully.
- **Teamwork & Project Management** – Collaborating and keeping projects on track.
- **Problem-Solving Mindset** – Tackling challenges with creativity and adaptability.

At Pennsylvania College of Art & Design, our community is all about the creative life. About inspiration, innovation, & imagination.



DISCOVER

*Solutions to real-world problems
in courses
that team up with local
businesses*



DEVELOP

*Yourself professionally through
guaranteed internships
with local employers build a career in
every industry*



EXPLORE

*The unique story of an historic town
& dynamic offerings of a renaissance city*



SERVE

*Your neighbors and make a lasting,
local impact on the world*



Experience Lancaster

Our Programs



1 Community Service & Engagement

- Day of Caring
- Federal Work-Study/Community Service

2 Faculty-Led Partnerships

- Lampire, Precision Cobotics, Climavision
- Center for Public Scholarship & Social Change

3 Internships & Work-Based Learning

- Professional
- Exploration

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Our Programs

1

Internships & Work-Based Learning – We connect employers with skilled students eager to gain hands-on experience through internships, micro-internships, and project-based collaborations.

2

Career Development & Coaching – Our team provides career counseling, resume and portfolio reviews, interview preparation, and job search strategies to ensure students and alumni are career-ready.

3

Industry Connections & Networking – We facilitate relationships between students, alumni, and employers through networking events, artist talks, exhibitions, career fairs, and employer information sessions.

4

Experiential Learning & Professional Growth – Through real-world projects, mentorship programs, and freelance opportunities, we help students apply their creative skills in professional settings while preparing them for long-term career success.



Our Best Tips For Managing Interns

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The First Step to Success: Intentionally Onboard Your Intern



- Make a point to carve out time from your schedule (and your team members' schedules) to support the intern in their first days.
- Go over all of the functions of their job – and provide materials they can reference
- Build enough of a relationship with them that they can own knowledge gaps and ask questions



Feedback That Fuels Growth: Enhancing the Intern Experience



- Builds confidence - positive feedback reinforces an intern's strengths.
- Constructive criticism allows an intern to recognize areas where they need to develop.
- Regular feedback helps an intern adjust to the company culture and professional expectations.
- Provides an opportunity for interns to build a strong relationship with their supervisor.



Intern Success Blueprint: Defining Expectations and Goals

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1

Clear Role Definition & Learning Objectives – Establish well-defined internship roles that align with both your company needs and student learning outcomes to ensuring a productive and meaningful experience.

2

Structured Mentorship & Feedback – Incorporate regular check-ins, mentorship, and constructive feedback, to help interns develop essential professional skills while contributing effectively to your organization.

3

Project Ownership & Skill Development – Assign interns meaningful projects that allow them to take ownership of tasks, apply their creative skills, and develop problem-solving abilities while contributing to your organization's goals.



The Goals

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Diplomats do not simply live in Lancaster; as students of F&M, they are actively connected to experiences that help them to grow as scholars, citizens, professionals, and individuals. Experience Lancaster centralizes internships, service opportunities, research and curricular connections, and even orchestrates monthly excursions to local sites of historical and cultural value. While students learn how to be a contributing member of this community, they begin their future work of being Diplomats for the world.



The Goals



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- Demonstrate our EPPIIC values in the external community by increasing relationships and partnerships with local and regional businesses, state and local government, and the non-profit community.
- Prepare students to meet future workforce needs which enhances co-curricular learning opportunities that lead to career readiness skills.
- Provide experiential learning opportunities through integration of high-impact practices in the curriculum and linked to emerging workforce needs.





The Goals

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PCA&D is deeply connected to Lancaster City and committed to preparing students for careers in the creative industries. From day one, students engage with Lancaster's arts, business, and cultural sectors, using the city as a learning space. Through industry partnerships, internships, and mentorships with organizations like yours, Career Services connects students with opportunities that align with their creative ambitions. PCA&D students and alumni bring not just artistic talent, but also the skills, experience, and adaptability to make an impact—ready to contribute to your company and the broader creative economy.

Get in Touch with Us

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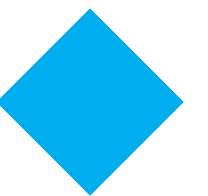
Stephanie McConnell

Executive Director of Career & Community Development

- The Center for Career & Professional Development
- The Ware Institute for Civic Engagement
- The Office of Student Employment

stephanie.mcconnell@fandm.edu

717-358-4449



Get in Touch with Us



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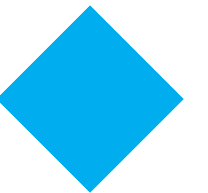
Patty Taggart

Assistant Director of Experiential Learning

The Career Center

patricia.taggart@millersville.edu

717-871-7658



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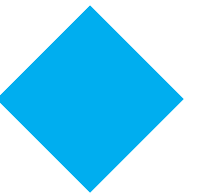
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Maria B. Provencher

Assistant Dean of Career Development & Internships

- careerservices@pcad.edu
- mprovencher@pcad.edu
- 717.396.7833





Thank You



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