THE Pomerantz UNIVERSITY OF IOWA Career Center	Job Shadow	Volunteering	Service Learning	Job	Internship	Practicum	Co-ops	Research
Duties	Consists of observing a professional	Consists of variety of duties; various levels of responsibilities	Consists of variety of duties; various levels of responsibilities	Can consist of a variety of duties; various levels of responsibilities from manual labor to clerical tasks to professional projects	Consists primarily of professional responsibilities	Consists of shadowing and practicing field- specific skills under close supervision of a professional	Consists of primarily professional, engineering responsibilities	Consists of entry-level, research responsibilities
Relation to class or career	Relates to an area of career interest	May or may not relate to studies or career	Relates to a specific major or course	May or may not relate to studies or career	Relates to area of study or career goals	Relates to area of study and career goals	Relates to area of study and career goals	Relates to area of study; may or may not relate to career goals
Academic Credit?	No	No. May sometimes be a pre-requisite to apply to a major	Yes	Optional. Some may have the option to register for UI STEP or an internship course depending on location, supervisor and/or duties	Optional for most majors. Many certificates and nursing require registration	Yes. For some majors, course is only for students admitted to their program (ex. nursing, social work, teaching)	Optional	Optional
Learning Goals	Student does not set learning goals	Volunteer does not set formal learning goals for role	Instructor sets learning objectives for course or experience	May or may not involve professional development goals depending on employer	Intern sets or is provided learning goals by faculty or organization	Sets or is provided learning goals by faculty or organization; closely align with professional competencies, ethics, and codes	Co-op sets learning goals for job	Student does not set formal learning goals
Supervision	Student does not complete tasks, only observes	Volunteer is assigned tasks by general staff or by a supervisor	Student is assigned tasks by staff and instructor	Professional or student supervisor assigns tasks	Professional at company or organization supervises intern. In health internships, supervision may also be by a faculty member or preceptor	Student is closely supervised by professional at the organization and by a subject matter expert such as preceptors or faculty (typically through a weekly seminar or pre/post practicum seminar)	Co-op is supervised by professional at the company	Student is supervised by the primary investigator or by graduate assistants
Feedback	Student does not get feedback but does have the opportunity to ask questions	Volunteer usually gets feedback on specific tasks only	May receive feedback from staff, but will also receive feedback and a grade from instructor	Employee may receive feedback on specific tasks and/or overall performance and evaluations	Intern receives specific and overall performance feedback and evaluations	Student receives specific and overall performance feedback and evaluations	Co-op receives specific and overall performance feedback and evaluations	Intern receives informal feedback; may receive formal feedback if also registered for a research course
Time	Typically an hour to a day; if 1-2 weeks, then can also be called an externship	Length and hourly commitment varies	Varies depending on the department, course, or assignment	Varies part- to full-time. On campus jobs may not be more than 20 hours a week during the school year	2-6 months; part-time to full-time	2-5 months; part-time to full-time	6-8 months; half-time or full-time	1 Semester to years; part- time to full-time
Paid or Unpaid?	Unpaid	Unpaid	Unpaid	Paid	Paid or Unpaid. Check with your department—some do not allow you to be paid if earning academic credit.	Unpaid	Paid	Paid or Unpaid
How?	Student contacts the employer to request to shadow	Student applies to the opportunity	Student registers for a course; sometimes an application is involved	Student applies to the opportunity	Student applies to the opportunity. Health & Law fields also call them an externship	Varies by department. Student applies to opportunity or is placed at site through a matching process administered by academic department	Student applies to the opportunity	Student applies to the opportunity, networks with professors, or connects with programs at lowa Center for Research by Undergraduates
Why?	Explore	Explore, Experience, Serve	Explore, Experience, Serve	Explore, Experience, Prepare via Networking	Explore, Experience, Prepare via Networking	Explore, Experience, Prepare via Networking	Explore, Experience, Prepare via Networking	Explore, Experience, Prepare via Networking