



Externships

The Importance of **Experiential Learning: A** Conversation with Mr. Norman Kim-Senior, Director of Externships at **Episcopal High School**

By Britney Duong | Published October 17, 2023

opportunity. - Norman Kim-Senior

center stage. Not only can students explore their interests in the classroom, but also in actual workplaces through internships and externships. This hands-on experience is crucial to developing mere interest into passion, and allowing students to flourish in their professional careers.

Mr. Norman Kim-Senior, the Director of Externships at Episcopal High School. We asked Mr. Kim-Senior to share his insightful thoughts on the importance of hands-on work, the vision and impact of Episcopal's externship program, and the benefits of their partnership with Gateway.



independent schools, Mr. Kim-Senior joined Episcopal High School in 2018. He has dedicated his career to building and sustaining good communities both within schools and in society.

confidence in their abilities.

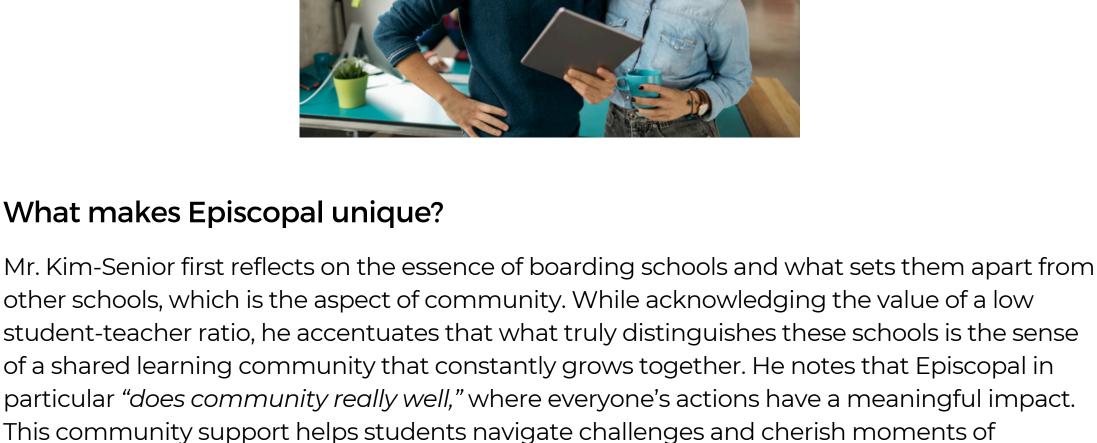
How do you view the importance of hands-on work experience on students' short-term and long-term success? In our interview, Mr. Kim-Senior emphasizes the value of hands-on learning in education, especially from an "experiential approach," which are out-of-the-classroom opportunities that

provide real-world impact. He highlights the difference between classroom simulations and

internships/externships, as the latter has the ability to give live feedback and build students'

for future success and personal growth, as internships and externships allow students to "go forward into the college years with a lot more certainty."

Additionally, he stresses the importance of early responsibility in shaping a strong foundation



Additionally, Mr. Kim-Senior begs the question, "How is it that this place has been able to

for the future.

grow and thrive?

help me get a good job."

- Norman Kim-Senior

have gone on to work in?

the most of that opportunity."

faculties, and the school?

celebration, making it a unique and special aspect of Episcopal.

tradition of passing on this sense of community to future generations. What's your vision for the Episcopal Externship Program? He envisions the externship program at Episcopal School as a transformative experience for students. He emphasizes the importance of elevating students' strengths along with addressing any weaknesses or lack of experience. The ultimate goal is for students to become more well-rounded individuals who can contribute to professional communities, experience success, and bridge their academic achievements with future success.

Furthermore, he wholeheartedly believes that everyone will benefit from building strong

relationships between students, schools, businesses, and organizations. In fact, he states that

he's yet to meet a person who hasn't felt refreshed from having the chance to work with and

"direct hand" in preparing the next generation of leaders, fostering confidence and innovation

support young people. In his eyes, the externship program allows the community to have a

survive for 183 years? Think about it. They've had 183 years of practicing being a community."

Amidst technological changes and uncertainties, Mr. Kim-Senior finds comfort in knowing he

has his "people" with him, and that he isn't navigating alone. That community is exactly what

students who join Episcopal get to be a part of, and if all goes well, they become part of a

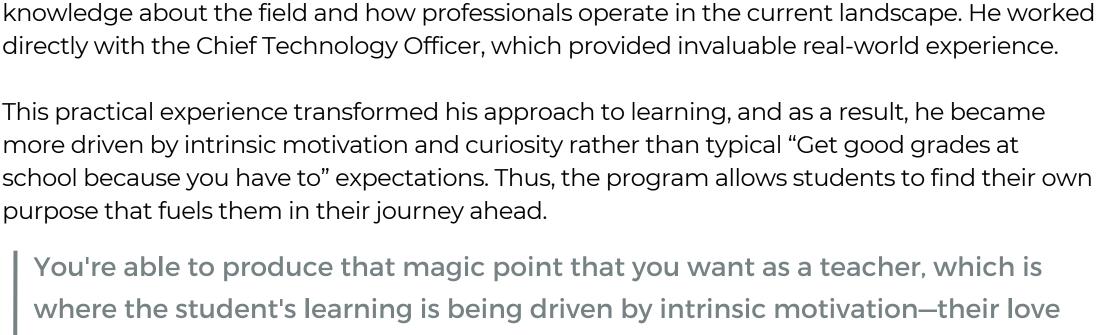
Bird's eye view of Episcopal High School

As both a classroom teacher and the director of the externship program, can

you share an example of how the externship program has helped students

He recalls a young man interested in computer science who participated in the externship

program. As a junior, he had the opportunity to work with a company, gaining up-to-date



for the topic—and not just "somebody said I should do this," or "this is going to

What are the industries and types of organizations that Episcopal students

Mr. Kim-Senior discusses Episcopal's approach to the externship program, which is student-

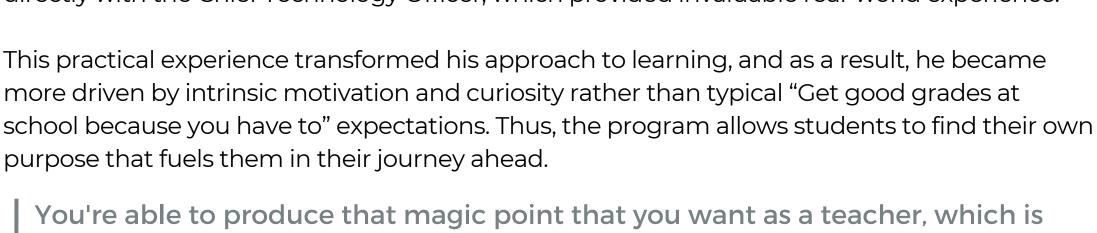
centric. Their program caters to a wide range of student interests, including politics, finance,

students to explore diverse fields as long as it aligns with their interests and community needs

education, mortuary science, journalism, and more. With its flexibility, the program allows

without compromising their safety or the school's reputation.

and competitive college admissions landscape?



He stresses that the goal is to help students become well-rounded individuals with moral and intellectual courage, empathy, and strong principles, capable of responding to various needs and "breaking new ground" in society while maintaining a sense of joy, connection, and purpose.

What would you advise high school students to do to navigate the changing

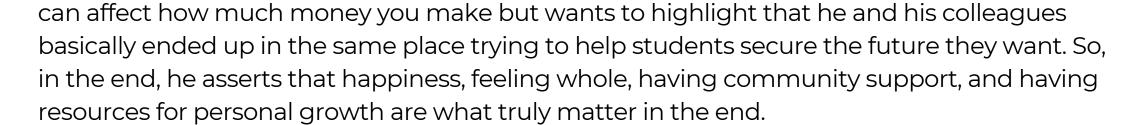
With all the changes in college admissions processes, such as affirmative action and college

wants students to focus more on what they can control rather than what they can't, and to

essays, Mr. Kim-Senior acknowledges the feeling of being overwhelmed by these changes. He

work towards their own desired future. He encourages them to avoid pursuing schools solely

based on rankings and instead "seek your light, bring it, and then wherever you end up, make



community colleges who pursued PhDs and other degrees. He knows how those differences

He reveals that he has colleagues who went to Ivy League schools, state schools, and

and competitive workforce? He believes it is crucial to continuously learn and be adaptable in one's professional life, regardless of the industry or technology. According to him, the key is to focus on problemsolving and having empathy, as these skills are valuable in any field. The workforce is rapidly changing, but Mr. Kim-Senior encourages students to see themselves not as victims but as contributors to these changes. How does Episcopal's partnership with Gateway benefit your students,

What would you advise high school students to do to navigate the changing

Mr. Kim-Senior is well aware that here at Gateway, we have access to valuable information about industry trends and changes that educators may not have. He hopes that Gateway can be the "gateway" or bridge between educators and students, ensuring open communication and that students receive accurate and up-to-date guidance regarding career paths and job search processes. The job application process is ever-changing, with machine-readable resumes and Al-driven applicant tracking systems, so students need to be adequately trained and prepared in order to succeed with this new system. Thus, he believes educators should incorporate this information into the classroom to prepare students effectively for the evolving job market.

their team with the latest information and techniques related to the job search process and the professional landscape. Through their partnership with Gateway, he envisions streamlining and constantly improving the externship program to ensure that advisors feel better equipped and excited to assist students. This long-term structural improvement will strengthen the program's ability to adapt to changing circumstances and challenges. **Final Words:**

That concludes our interview with Mr. Norman Kim-Senior, the Director of Externships at

Episcopal High School. We greatly appreciated his valuable insights, his exceptional advice,

and his commendable commitment to student well-being. With a bright future ahead, we

What is one thing you are excited about in the 2023-2024 school year?

Mr. Kim-Senior's primary goal is to enhance the skills and effectiveness of their team on

campus, especially in advising students during the externship process. He aims to provide

look forward to transforming education in our partnership with Episcopal!

Let us help

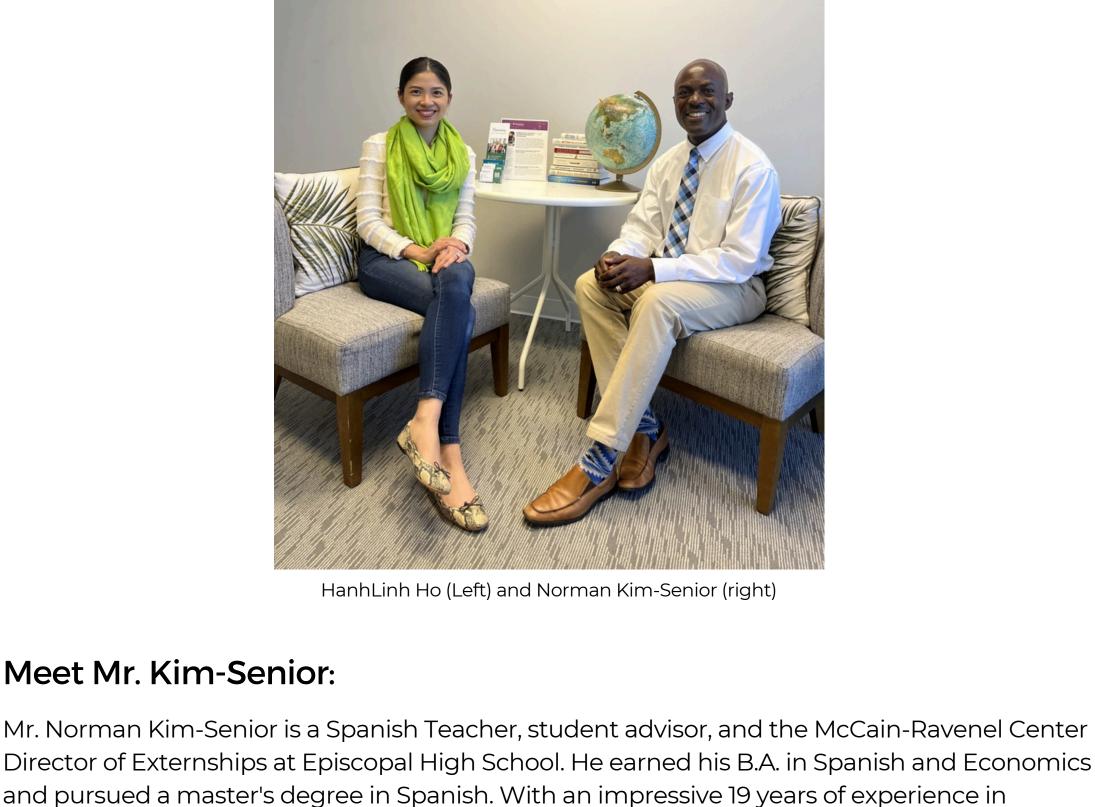
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All of us can benefit from guidance and mentorship throughout this process. You might have



In the quest for preparing students for their careers, different paths of learning have taken To delve deeper into this topic, Gateway's Co-founder and CEO, HanhLinh Ho, sat down with



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