

INTERNSHIPS AND THE BENEFIT TO EMPLOYERS

What is an Internship?

An internship is any carefully monitored work or service experience in which a student has intentional learning goals and reflects actively on what he/she is learning throughout the experience. Internship circumstances vary widely. Common characteristics include:

- A typical duration of 3 to 12 months,
- A part-time or full-time commitment,
- Paid or unpaid opportunities, and
- Possible connection to an educational program for academic credit (must be coordinated in advance).

Benefits for Employers

- The internship is an inexpensive recruiting tool and an opportunity to train future employees. The opportunity to evaluate prospective employees while they are working for the organization can reduce significant costs in finding new talent,
- Interns bring current technological skills and ideas from the classroom to the workplace and therefore increase an organization's intellectual capital,
- Interns can be a source of diverse employees for your workforce,
- An internship program can supply an easily accessible source of highly motivated pre professionals, and
- Interns provide an opportunity for mid-level staff to manage.

Types of Internships:

A one-time assignment performed during a specified time frame, and may be paid or unpaid depending on the employer and what is required of the student. However, many internships offer a stipend and may qualify for academic credit if coordinated with a professor in advance of the work.

Summer Interns/Employment: Paid or unpaid work experience that may or may not directly relate to the student's curriculum, and may or may not be integrated into the academic program.

