



What is an internship?

An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent. The National Association of Colleges and Employers

Components of a Successful Internship Experience:

- The experience has a defined beginning and end and includes a job description with desired qualifications
- Clearly defined learning objectives and goals related to the professional goals of the student's academic coursework
- Supervision by a professional with expertise and educational and/or professional background in the field of the experience.
- Regular performance feedback provided by the experienced supervisor

**Internships can be paid or unpaid opportunities*



Who benefits from an internship?

Students

- Learn more about themselves and their future career interests
- Provides a professional experience that links academic coursework to the disciplines that a student may want to pursue for a career
- Students will gain a better understanding of the industry and the possibility of a longer term career fit – interview the employer
- Potential to have a full time job offer after internship experience

Employers

- Cost-effective sourcing and recruiting strategy; early identification of diverse entry level talent; essentially a 10-12 week interview
- Potential to reduce new-hire turnover and builds talent pipeline
- Provides additional resources to help drive the operations of your business
- Internships change lives, so an employer is providing a great opportunity in allowing students to come into their workplace to learn and grow