Internship Program Overview for Employers

Effective Internships

x   Provide a clear project or description of   the work
x   Orient the intern to the organization, its culture and work assignments
x   Help a student develop and achieve learning goals
x   Offer feedback to the intern regularly (mid-semester and final evaluations available on the Career Center website)

Benefits to Employers

x   Capture the energy and enthusiasm, and apply the latest theory, via current students
x   Increase productivity; complete "back burner" projects
x   Observe prospective hires before offering a contract or longer-term employment

Expectations of Employers

x   Provide career-related and significant, professional work experience that sufficiently challenges college students (Note: academic departments determine if a student may earn credit)
x   Develop projects and assignments that contribute to your organization's mission and, at the same time, maximize an intern's skills and complement the academic experience and learning goals
x   Assign a supervisor/mentor with expertise in the student's field of study who supports the student's professional development

General Guidelines

x   Offer internships in a professional setting
x   students defray costs of tuition for internship

ds of Ethical Conduct and Career Center policies
d Employer (NACE) position statement on internships based on

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Career
Center