



HOW TO GET THE MOST OUT OF YOUR SUMMER INTERNSHIP PROGRAM


FOR THE INTERN:




Meaningful Work: Assignments should be challenging & relevant to the intern's field of study. Allow them to take ownership of a project & see it through to completion.



Mentorship & Training: Give the intern a dedicated mentor that can offer feedback & guidance. Seek out training opportunities for them to develop new skills.




Networking Opportunities: Connect interns with other professionals in the field. Introduce different departments, set up informational interviews, & include them in meetings.



Feedback and Evaluation: Help interns set goals & give regular feedback on their performance. At the end of the internship, provide them with a written evaluation.

FOR THE ORGANIZATION:



Fresh Perspectives: Ask interns for input. Interns can bring a fresh perspective to the organization by offering new ideas or different solutions to problems.



Talent Pipeline: Internship programs are an opportunity to identify & develop future talent. Well-trained interns can expand a talent pool with seasoned & experienced candidates.



Project Support: Delegate short-term tasks or projects that full-time employees don't have time for. This gives the interns relevant work experience & lightens the workload.



Community Impact: Internship programs give organizations a community presence. Also, it's a chance to offer unique opportunities to uplift underrepresented groups.

ADDITIONAL TIPS:

Clearly define goals and expectations. Make sure interns understand what is expected of them from the outset, and be consistent with those expectations throughout the duration of the program.

Compensate interns, if possible, to be competitive. If you cannot pay, offer other benefits, and always consider that interns work for low/no pay when asking them to participate in events or complete tasks.

Recognize interns for their accomplishments and contributions. Be a part of their growth, and help them feel valued. Also, give them time to socialize and interact with employees and other interns.