



Work-Based Learning Toolkit

Employer Internship Fact Sheet

Internships provide a direct benefit to the employer and give students the opportunity to learn by doing authentic work and being productively engaged in the workplace. Interns may work individually, in teams, work on a project, or rotate through several departments and job functions.

Program Level: 12th grade
Employer/Student Ratio: 1:1 (Maximum 1:5)
Duration: 14 Weeks, 100 or more hours
Location: Workplace
Costs: \$0
Special Considerations: Internships may be paid or unpaid, depending on whether the student is performing productive work for the employer and other factors.

See U.S. Department of Labor Factsheet
<https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships>

Why is an internship important for students?

- Every student needs a first job, and for many, an internship provides the opportunity.
- An internship provides exposure to a wide range of careers and jobs within the industry.
- Students who participate in an internship experience higher graduation rate and better employment outcomes later in life.
- Internships help students develop occupational knowledge and the ability to perform successfully in the workplace.
- Internships offers an opportunity to develop, practice, and demonstrate new skills and to learn what education and skills are needed to be successful in the industry.
- Internships provide students a chance to develop adult and team relationships.

What are the benefits to my company?

- Introduce potential future workers to job opportunities with your company.
- Expose students to the skill needs, educational requirements, and career opportunities in your industry.
- Bring new energy and a fresh perspective to your workplace.
- Show your employees that you are committed to supporting education and help them understand how to communicate with the next generation of workers.
- Provide opportunities for existing workers to develop supervisory skills.
- Promote an understanding of the role and contributions of your business in the community.

What do I need to do next?

- Contact your work-based learning coordinator and work with him/her to design the internship.
- Arrange for a presentation to your employees.
- Consider any impacts on company policy.

