

## Employer Internship Fact Sheet

Through an Earn & Learn internship, students and other learners are placed at a worksite for a defined period of time to participate in and observe work firsthand.

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

### Why is an Internship important for students/learners?

- Everybody needs a first job, and for many, an internship provides that opportunity.
- An internship provides exposure to a wide range of careers and jobs within the industry and a chance to explore a field of interest.
- Those that participate in an internship experience higher graduation and completion rates and better employment outcomes later in life.
- Helps develop occupational knowledge and the ability to perform successfully in the workplace.
- 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.
- Gives young people a chance to develop adult and team relationships.

### What are the benefits to my company?

- Introduces potential future workers to job opportunities with your company.
- Exposes students/learners to the skill needs, educational requirements and career opportunities in your industry.
- Brings new energy and a fresh perspective to your workplace.
- Shows your employees that you are committed to supporting education and helps them understand how to communicate with the next generation of workers.
- Provides opportunities for existing workers to develop supervisory skills.
- Allows for you to observe potential future workers in a long-term interview process.
- Promotes an understanding of the role and contributions of your business in the community.
- Offers a public relations benefit.

### What do I need to do next?

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

### Resources

- Distribute the Employer Internship Tip Sheet to interested employee volunteers.
- Visit [earnlearn.us](https://earnlearn.us/) to learn more about how to get the most out of your partnership with Earn & Learn.

**Program Level:** 11<sup>th</sup> grade or higher  
**Employer/Intern Ratio:** 1:1 (maximum 1:5)  
**Duration:** 6-8 weeks, 60 or more hours  
**Location:** Workplace  
**Costs:** Wages (sometimes subsidized)  
**Special Considerations:** Internships may be paid or unpaid, depending on whether the student is performing productive work for the employer and other factors.

See USDOL Internship Factsheet #71  
<https://www.dol.gov/agencies/whd/fact-sheets/71-flsa-internships>