

Employer Internship Fact Sheet

Through an Earn & Learn internship, learners⁸ 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 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 several departments and job functions.

Why is an Internship important for 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 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.

Program Level: 11th 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>

⁸ Learners include K-12, community college and college students; youth and young adults engaged in workforce development programs; and adults participating in career development activities.