



Tips for Enriching Internships and Building Value

1. Negotiate Learning Objectives you can deliver, and use them as a road map.
2. Keep a file containing all intern orientation materials and relevant policies so that sponsoring and orienting interns becomes easier and easier to involve in your organization.
3. Give your intern projects that really matter. You won't necessarily see professional results, but you should make real progress on a project or initiative that will score big down the road.
4. Invite your intern to attend staff and board meetings, as well as social events. Learning to relate socially within an organization is a key benefit of an internship.
5. Recognize that companies are increasingly using their internship program to recruit new employees. As an extended interview, an internship affords an organization to assess and develop the best new talent available. Your hardest-working and most loyal employee in five years may be the intern you interview tomorrow.
6. Enjoy the satisfaction of working with a young person at the beginning of their professional life. Perhaps you will mentor a student who changes the world!
7. Insist on the professional behavior expected in your industry. If an intern in your organization learns anything, it should be what is generally expected in your field in terms of personal appearance, punctuality, reliability, teamwork and ethics.