

Thinking Beyond the Traditional Internship Model

To get high school students ready for the business world, they need access to internships. Employers demand work experience when they are hiring, and internships are one of the most powerful ways to give students real work experience with valued projects. Employers and schools can collaborate to innovate the internship model so that it works for both the student and employer through...



the 4Ps of internships.

Project

for the student to work on that's both challenging and valued



Personnel

who will both care about and supervise the students



Successful Internship

Place

for the student to work on the project



Payment

to the students for the work they do

MODEL 1: TRADITIONAL INTERNSHIP

In the traditional model, employers provide all 4Ps of the internship at their workplace.



Project

On-site project of value to the employer



Place

At the employer's place of business



Personnel

Intern supervisor on-site



Payment

Preferably monetary payment to the intern

MODEL 2: SHARED MANAGED

Not all employers can facilitate an internship on-site. The shared managed model allows for part of the internship to be handled virtually in cooperation with the employer's remote offices.



Project

On-site Project Virtual Project



Place

At the employer's place of business



Personnel

Virtual connection: Project leader is at different location than the intern, but an internship manager is on-site with the intern



Payment

Preferably monetary payment to the intern

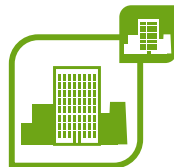
MODEL 3: PARTNER

Some large corporations can't supervise an intern on location. But they can coordinate with their local channel partners to offer student internships.



Project

Funded by a corporate sponsor but provided by the sponsor's partner; could be an on-site or virtual project



Place

Sponsor's partner location



Personnel

Managed by sponsor's partner



Payment

Provided by either the sponsor or partner

MODEL 4: CONSULTANT

Smaller businesses often are too small to have enough room or workload for an intern, but they can aggregate their projects with other small businesses through a school/district or other organization like a Chamber of Commerce.



Project

Provided by a client, school/district or other organization



Place

School/district or other organization



Personnel

Managed by school/district or other organization



Payment

Paid by the school with potential contributions from clients

Want more information on internship models? Check out the summer internships being developed with Chicago Public Schools' Early College STEM School students at <https://chooseyourfuture.cps.edu/early-college-stem-schools/> and stay tuned to the Creating IT Futures blog for best practices in workforce development and STEM education at <http://www.creatingitfutures.org/blog>.