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 the project
- for the student to be challenged and valued

**Personnel**
- who will both care about and supervise the students

**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.

**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.

**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.

**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.

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/](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](http://www.creatingitfutures.org/blog).