


HOW INTERNS CAN HELP YOUR ORGANISATION GROW



Interns have a lot to offer companies, especially if firms know how to get the best out of them. Adequate support, training and supervision will help to nurture talent from the ground up so firms can benefit from their skills early on.



WHY SHOULD COMPANIES HIRE INTERNS?



Interns can be good for businesses in many ways. For example, a talented outsider could provide a fresh perspective on the industry.

TAKING ON INTERNS CAN:

- ✓ Relieve pressure during busy periods e.g. holidays 
- ✓ Show that businesses are committed to training 
- ✓ Improve staff retention 
- ✓ Save time and money on recruitment 

76% OF INTERNS 
remain in place after 1 year, compared to

66% of external candidates




 There was a **36%** increase in the number of companies offering internships in 2012...
 ...rising to **53%** in 2013

 **52%** of firms say internships dramatically increase employability prospects...
... and rate them **5** out of **5** for value


WHAT ARE THE BENEFITS FOR INTERNS?


As long as internships allow students to carry out meaningful tasks, with a focus on learning, they can provide a number of benefits.


INTERNSHIPS CAN GIVE STUDENTS:


- ✓ An accurate idea of the world of work 
- ✓ Something meaningful to add to their CV 
- ✓ A boost to their employability 



9 out of **10** students said their internship was a positive experience

 **63%** of students completed an internship in 2012

 **28%** completed two internships



WHICH QUALITIES SHOULD EMPLOYERS CONSIDER WHEN LOOKING FOR INTERNS?

CV

- ✓ 1. EXPERIENCE
- ✓ 2. ACADEMIC PERFORMANCE
- ✓ 3. STRONG CV
- ✓ 4. ATTENDANCE
- ✓ 5. INTERVIEW PERFORMANCE
- ✓ 6. REFERENCES

66% of employers say these are the most important qualities

GETTING THE MOST FROM YOUR INTERN

COMMUNICATE

regularly

Make them feel **WELCOME**



Include them on **CALLS** and in meetings



Be **FLEXIBLE**

SOURCES

- [1] Growth picking up but more rebalancing needed, CBI, <http://www.cbi.org.uk/media-centre/press-releases/2013/08/growth-picking-up-but-more-rebalancing-needed/>
- [2] Benefits of hiring interns, Internsol, <http://www.internsol.com/companies/>
- [3] The Student Employment Gap, Millennial Branding, <http://infographicsmania.com/student-employment-gap/>
- [4] The Road to Internship Success, OpenSeesame, <http://www.techrepublic.com/blog/career/infographic-why-should-companies-hire-interns/5026>
- [5] Internships: The New Interview, Internships.com, http://www.internships.com/eyeoftheintern/news/idc-news/internships-survey-2013-internship-trends/?utm_source=sm&utm_medium=li&utm_campaign=eoti_120612&utm_term=survey
- [6] What an internship is and why you should complete an internship, CALS, <http://www.cals.wisc.edu/careerservices/?p=37>
- [7] Youth Employment Taskforce and Charter, <http://www.rec.uk.com/about-recruitment/externalrelations/youthemploymentcharter>
- [8] Internships: Know your obligations as an employer, ACAS, <http://www.acas.org.uk/index.aspx?articleid=3732>
- [9] 5 dos and don'ts for hiring summer interns, FOXBusiness, <http://smallbusiness.foxbusiness.com/legal-hr/2013/06/14/5-do-and-donts-for-hiring-summer-interns/>