
Creating Extraordinary Internships

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Workshop Overview

- Getting to know the participants
- Why Interns?
- Finding Interns
- Recruiting Interns
- Creating Structure for Success

Why Interns?

- Volunteers vs. Interns
- Benefits
- Costs

Finding Interns

- Interns come from a variety of programs

- Social Work
- Psychology
- Sociology
- Communications
- Education
- Counseling
- Human Services
- Women's Studies
- Criminal Justice
- Public Administration

- Web design
- Accounting

Finding Interns, Cont.

- Interns...not just for client services
- There are many higher learning institutions in Washington
http://en.wikipedia.org/wiki/List_of_colleges_and_universities_in_Washington
- Consider alternatives, such as “mentorships”

Recruiting Interns

- Make internships a win-win
 - Why do students want to do internships?
 - to fulfill requirements
 - to gain skills
 - to gain work experience
 - to get a foot in the door
 - to decide if they want to have a particular type of career
 - What do students dislike about internships?

Recruiting Interns, Cont.

- What do you have to offer?
- Reaching out to potential interns
 - speaking in classes
 - individual meetings with faculty
 - speaking at faculty meetings
 - flyers at schools
 - internal announcements
 - take the time to talk with potential interns

Creating Structure for Success

- Getting Started
 - Interviewing
 - Internship Contracts
 - Learning Contracts

Creating Structure for Success

- Sample Contract
 - Tasks help reach the objectives
- Consider possible additions to the Learning Objective list

Creating Structure for Success

- Supervision
- Conclusion and Recognition

Wrap-Up

- What will you take back to your organization?

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