

What is an internship?

According to the National Association of Colleges and Employers, an internship is a **form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting.** Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent. Whether the internship is paid, unpaid and/or for academic credit, the Career & Employment Hub at USM works with employers to customize a program to fit their needs.

What are some benefits for employers?

- **High Return; Small Investment.** Hiring an intern is a fraction of the cost of a FTE with a huge return. Internship wages can range \$12-\$15 an hour, costing only \$4,800-\$6,000 to hire an intern working full time for ten weeks.
- **Great way to find the right fit with low commitment.** Internships offer a unique opportunity to test-drive talent before hiring them as full-time employees. With an internship program, there are concrete beginning and end dates, typically over 10 – 12 weeks, where companies and interns can see if it is a good fit.
- **Support Maine's students and workforce.** Did you know that 80% of USM graduates stay in Maine? This means when an employer hires a USM student as an intern, the chances that they will return as a full-time applicant are very high. Offering a paid internship is beneficial because it gives students with a financial need a chance to participate. At USM, the majority of our students work and can't afford not to.
- **Revolving door for recruitment.** Having an internship program is one of the best recruitment strategies because it develops a strong pipeline for future talent. It also strengthens the relationship between your organization and USM's students and faculty. Word of mouth is a great tool for recruitment!

Where do we start?

USM is a great partner for your internship needs. We have dedicated staff that will work with you to create an internship program, get you connected with degree programs that best suit your workforce needs, and advertise internship opportunities to targeted students, faculty, and staff for maximum outreach.

USM's Career & Employment Hub advisors work with students to build their professional skills through workshops and events, crafting their resumes and cover letters, and providing mock interviews. To learn more about the Career & Employment Hub and how your organization can get the most out of an internship program, contact Andy Osheroff, Manager of Operations at andrew.osheroff@maine.edu.

To learn more about engaging with USM, contact Chanel Lewis, Employer Relationship Manager, at chanel.lewis@maine.edu.