

Why Have Student Interns

It is well worth the investment of time and effort to make student workers a valued part of any business. While each profession and individual organization reaps unique benefits, there are many others that are a common result of all well-managed programs.

- 1) **Increase Productivity:** Interns bring needed resources to achieve what couldn't otherwise be done. This may involve anything from promoting the organization and gathering market intelligence to improving operational effectiveness and supporting clients and partners.
- 2) **Enable Employees:** Interns help complete tasks that full-time staff would be otherwise engaged. This can free up employees to focus on more valuable work.
- 3) **Build Managerial Experience:** One of the most critical factors to internship success is to designate a well-qualified program manager. That does not, however, preclude an organization from allowing less seasoned employees from gaining some initial staff supervision experience.
- 4) **Inject Enthusiasm:** Student interns add vibrancy to the fabric of any organization. They can provide fresh ideas and positive energy that, if well harnessed, can become contagious.
- 5) **Broaden Capabilities:** Interns often possess skills that others do not. Many times they have higher level computer proficiencies, in addition to having knowledge about the latest methodologies, technologies, and resources.
- 6) **Improve Recruiting:** Having the opportunity to hire interns upon graduation provides significant savings in recruiting costs, effort and mistakes.
- 7) **Secure Future Employees:** Having an internship program enables businesses to pre-recruit, pre-qualify, and pre-train potential employees.
- 8) **Talent Advantage:** A well-managed intern recruitment program can yield a significant competitive advantage by securing some of the best young talent before it hits the "open market."
- 9) **Give Back:** Intern programs can improve your reputation with schools, including for recruiting other full-time employees, and in your local and business communities.
- 10) **Pre-Networking:** Forging collegial relationships early on, especially through structured mentoring, can lead to even greater rewards to be shared with future colleagues.