

CONNECT WITH INTERNS



[InternshipWisconsin.com](https://www.InternshipWisconsin.com)

Wisconsin Internships: Key Facts

Through WisConnect, we aim to help businesses in Wisconsin build a pipeline of the best and brightest talent. One way to do that is through robust internship programs.

What is an Internship?

Internships may be part of an educational program and carefully monitored and evaluated for academic credit by a faculty member, or internships can be part of an experiential learning plan that students develop individually.

An internship can last anywhere from a month to two years, but a typical experience usually lasts from three to six months and can be either part-time or full-time and be paid or unpaid. For unpaid internships, please see the [legal considerations](#) document.

An important element that distinguishes an internship from a short-term job or volunteer work is that an intentional "learning agenda" is structured into the experience. Learning activities common to most internships include objectives, observation, reflection, evaluation and assessment.

Who are Internships for?

Internships are for college students who attend any university or technical college.

Why Start an Internship Program?


Through internship programs, employers are able to develop their own pipeline of skilled talent to fill open positions. Developing a robust internship program gives businesses access to:

- ▶ A year-round source of highly motivated talent
- ▶ New perspectives to old problems
- ▶ Increased visibility of your organization on campuses and in the community
- ▶ Quality candidates for temporary or seasonal positions and projects
- ▶ Freedom for professional staff to pursue more creative projects
- ▶ Flexible, cost-effective workforce not requiring a long-term employer commitment
- ▶ Proven, cost-effective way to recruit and evaluate potential employees
- ▶ Your image in the community is enhanced as you contribute your expertise to the educational enterprise

For more information, please contact DWD's Internship Program Coordinator:

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WisConnect

Your Source for Wisconsin Internships

Value of Internships: The Numbers

Each year, the National Association of Colleges and Employers publishes internship statistics. Here is how a robust internship program can help Wisconsin companies find and keep talent:

- ▶ **75.2%** -- *The percentage of businesses that use internships to recruit full-time entry-level positions*
- ▶ **67.1%** -- *The percent of businesses that extend a full-time offer of employment to an intern if a position at the company is open*
- ▶ **76.4%** -- *The percent of interns who were offered a full-time job and accepted it*
- ▶ **65.5%** -- *The percent of interns who become full-time employees and are still with the company after one year; the one-year retention rate for external hires is 46.2%*
- ▶ **51.8%** -- *The percent of interns who become full-time employees and stay with the company for at least five-years; the five year retention rate for external hires is 35.8%*

Internships help Wisconsin businesses find and retain key talent!

STATE OF WISCONSIN
   **DWD**

Department of Workforce Development

