INTERNSHIPS: Creating high impact experiences

OFFERING HIGH IMPACT INTERNSHIPS takes intentional planning and implementation but increases intern engagement, learning, and desire to stay with an organization long-term. Integrating a few of the ideas below could lead to a more productive experience for both your interns and your organization.

**ENGAGEMENT**

INTERNS are expected to fully engage:
> Co-create learning goals
> Be challenged
> Work on projects important to the organization
> Produce work samples they can share with future employers
> Contribute to organizational decision-making
> Have a chance to fail

**EXPOSURE**

INTERNS are exposed to diverse:
> Ways of thinking and solving problems
> Strategies for prioritizing and managing work
> Methods of communication
> Projects and tasks
> People, teams, and organizational levels

**RELATIONSHIPS**

INTERNS build substantive connections with:
> Interns and coworkers in immediate work team
> Interns and staff members in other teams
> Supervisors and other mentors committed to helping interns succeed
> Individuals who might become important networking contacts

**REFLECTION**

INTERNS are asked to reflect on:
> Progress towards stated learning goals
> What they still need to learn
> What they value
> Who they are
> Who they want to become
> Career development goals and next steps

**FEEDBACK**

INTERNS receive rich performance feedback:
> Regularly scheduled informal check-in meetings
> Periodic formal performance evaluations
> From both supervisors and peers
> Focused on what they are doing well and how they could improve

**TANGIBLE IDEAS:**

> Ask interns what they want to learn and create or modify projects accordingly.
> Assign both individual and team projects.
> Plan social activities for interns.
> Have executives share career advice.
> Ask interns to write meeting agendas.
> Allow time for informational interviews.
> Require interns to write learning logs.
> Have interns present on their projects.
> Provide professionalism training.
> For examples of how employers have implemented high impact practices, visit [http://www.naceweb.org/internships](http://www.naceweb.org/internships)