

# **Intern Today, Employee Tomorrow**

Developing a talented workforce in Indiana

Presented to:

***National Career Pathways Network Conference***

***October 7, 2016***



# Indiana INTERNet



INDIANA  
**INTERN**.net

# Our Core Mission

Indiana INTERNnet is the catalyst for expanding the creation and use of experiential learning opportunities as a key strategy in retaining Indiana's top talent.



# The Facts

## *Fact*

Jobs are the #1 reason people stay in or leave a community

## *Fact*

56.5% of students with internships received job offer compared to 36.5% with no internship (2015 NACE report)



# What is an Internship?

An internship is a form of structured & supervised experiential learning that provides students practical experience in their chosen fields.



# The Changing Face of Interns

- Traditionally: college students
- Today, internships include:
  - High school students
  - Post-degree students
  - Non-degree students
  - Career-changers
  - Returnships
  - Graduate students



# Types of Internships

- Short-term
- Project-based
- Virtual
- Traditional

# Employer Benefits

- Increased productivity
- Reduced recruiting costs
- Gain fresh perspectives
- Make progress or finish backburner projects
- Remain competitive
- Corporate citizenship
- Retain talent in Indiana



# Employer Benefits

(Indiana Employer Survey)

- Accomplishing meaningful tasks/projects
- Attracting students to industry
- Bringing fresh perspectives and ideas
- Benefitting the community
- Attract a more diverse workforce
- Relationships with educational institutions
- Reduce recruiting costs for new hires
- Providing staff with supervisory experience



# What's in it for the Intern?

- Apply academic coursework to the professional world
- Explore career interests
- Enhance responsibility/transferable skills
- Build resume/portfolio
- Expand network to gain full-time employment prospects



# Accomplishing Our Mission

Indiana INTERNnet is a free internship-matching program linking

- Individuals seeking internships
- Indiana employers
- Indiana high schools, colleges & universities.

We provide **high-touch** & **high-tech** services to anyone seeking or promoting an internship.



# High Touch Services

- Employer assistance
- Resource guides
- Career fairs
- Internship hotline/feedback button
- IMPACT Awards
- Community engagement



# High Tech Services

Employer Workspace

Forgot Password Tutorial

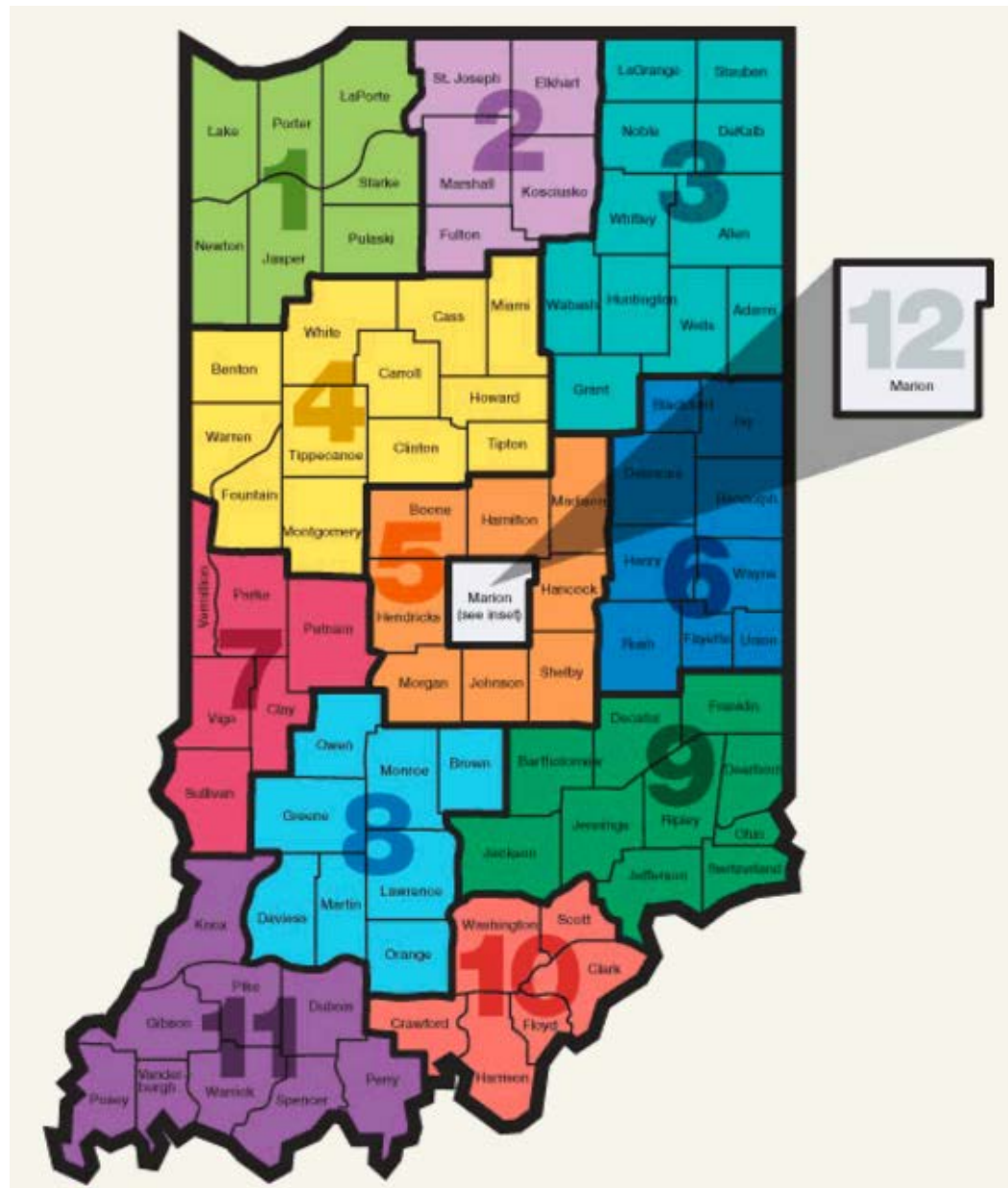
Feedback Button

The screenshot shows the Indiana INTERN.net website interface. At the top right, there is a login section with tabs for 'REGISTERED USER' and 'NEW USER'. Below these are input fields for 'Username' and 'Password', a 'Remember Me' checkbox, and a 'Forgot password?' link. A 'Feedback' button is located on the left side. The main navigation bar includes 'STUDENTS', 'EMPLOYERS', 'EDUCATORS', 'EVENTS', 'INDUSTRIES', 'REGIONAL', 'BLOG', and 'ABOUT US'. The main content area features a welcome message and two search boxes, each with 'All Categories' and 'All Industries' dropdowns, an 'Enter Keyword' field, and a 'FIND A MATCH' button. The footer contains 'News & Resources' and two 'Featured' sections.

Search Different Industries

Search by Indiana Region

Search by Keyword



INDIANA  
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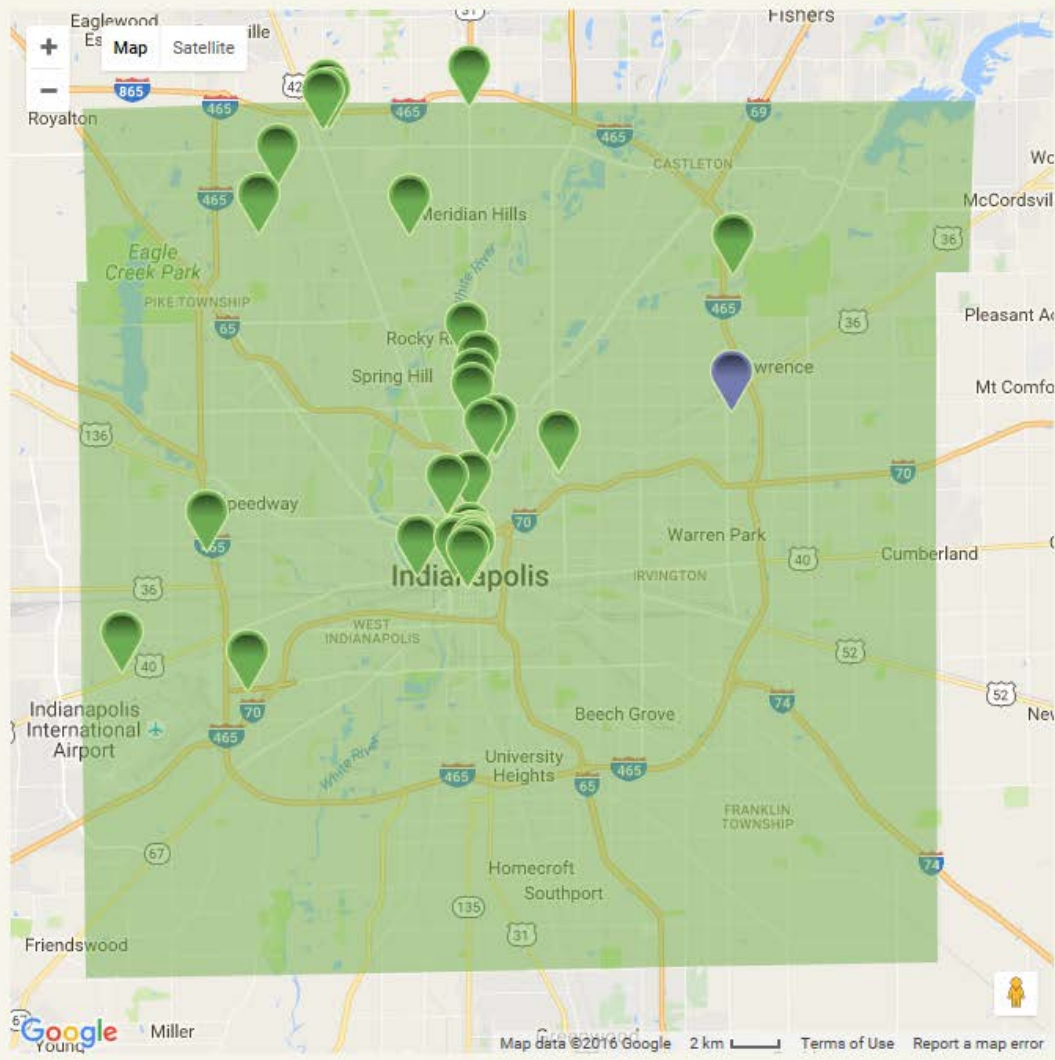


# Region 12

[View all Regions on a map](#)

## INTERNSHIPS:

Filter Results By: ▾



### Social Media and Marketing Intern



#### Nspired Solutions

##### Description

This position serves as a Social Media and Marketing intern for Nspired Solutions and is...

[More »](#)

##### Category

Marketing, Sales and Service

##### Where

Indianapolis

##### Starts

Jan. 2, 2017

Paid Position



[LEARN MORE](#)

[View a List of All Internships in This Region »](#)

[View a List of All Interns in This Region »](#)

### In the News:

'Gilmore Girls' Luke's Diner pops up at Bee Coffee Roasters

Hogsett: Indy will not tolerate shooting at police station

[Regional Resources](#)

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## News & Resources



### Learning While Teaching

*Posted by Karissa Bash, October 04, 2016*

Johnny Slivka is an HR/Business Development Intern with Milliner & Associates. He will graduate from the Indiana University Kelley School of Business this year. Going into my summer internship, I believed this summer would be full of learning, strictly learning. What I soon discovered was far from only learning, I...

[Read More →](#)



### Job vs. Career: The Choice is Yours

*Posted by Erika Johantges, September 30, 2016*

The path to finding a career winds through many twists and turns, before it brings passionate and successful purpose into your life. Everyone sets out on this path with a distinct plan about how they envision their future. But to their amazement, where they end up is far from where...

[Read More →](#)



### Ben Verdi: Making an IMPACT

*Posted by Katie Coffin, September 27, 2016*

Indiana INTERNnet celebrated internship excellence on Feb. 3, 2016, at the 10th Annual IMPACT Awards luncheon. Though the event is over and the winners have been announced, we are continuing to celebrate the nominees' successes. These are their stories. Ben Verdi is a second-year graduate student at Indiana University (Bloomington)....

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## Featured Internships

ASCC Internal Sales Intern

Marketing / Sales / Administration Intern

Records Management - Intern


Facility Mgmt Assistant

Culinary Entrepreneur

Economic Development Intern

Marketing Intern

[View all internships »](#)



**EARN INDIANA**  
Indiana's Work-Study Program

**Indiana's Work-Study Program**  
Employment  
Aid Readiness  
Network.

[Click here to learn more. »](#)



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## Sign up to receive INTERNnetwork, our newsletter

We hope you will view INTERNnetwork as a source of insight to Indiana internships. Throughout the pages, you will find articles geared toward our clients: students, employers and universities.

Email Address

SUBSCRIBE NOW »

## Success Stories

"Rook relies on our intern program to recruit and develop young professionals into a rapidly growing team. Without it, our ability to scale would be severely hindered."



**Keri Thompson**  
Rook Security

[See more success stories »](#)

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[Intern Today, Employee Tomorrow:  
The Indiana Employer's Guide to  
Internships](#)  
[Indiana Career Explorer](#)

**7,037**  
companies listed

**387**  
positions listed

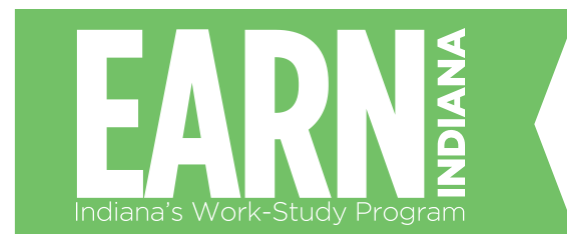
**4,410**  
students searching

# EARN Indiana

## Indiana Commission for Higher Education

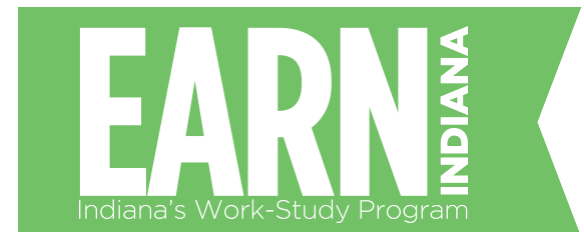
### Employment Aid Readiness Network

- Gives students with financial need access to résumé-building, experiential, paid positions
- Provides employers up to 50% wage match for hiring EARN students
- Enhances student-employer matching through partnership with Indiana INTERNnet



# EARN Eligibility

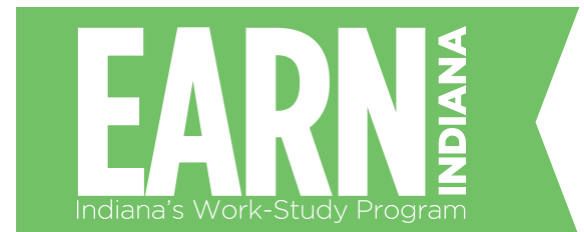
- Employer eligibility based on internship offered – is it experiential?
- Student eligibility remains need-based
- Internship and intern eligibility approved through Indiana INTERNnet website



# Internship Criteria

Internship must provide experiential learning, plus:

- Be paid
- Last at least 8 weeks: 12-20 hours/week (12-40 during summer)
- Not be political
- Be less than 25% administrative in nature
- Not already be designated as Federal Work Study



# Student Criteria

To be eligible for an EARN internship, a student must:

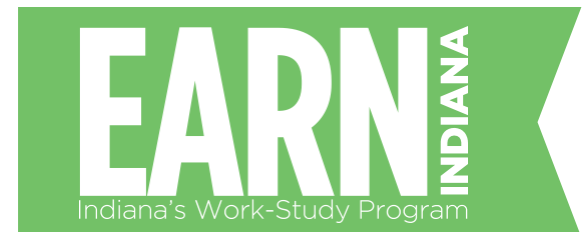
- Be an Indiana resident
- Not have a bachelor's degree prior to the term the student plans to work

A student must also:

- Be enrolled full-time at an eligible Indiana college or university and have an Expected Family Contribution (as determined by the 2016 – 17 FAFSA) less than or equal to \$24,808

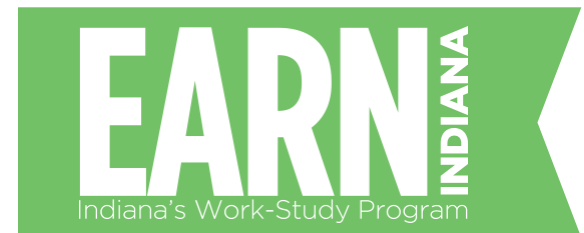
**OR**

- Be enrolled part-time at an eligible Indiana college or university and be an independent student with an Expected Family Contribution (as determined by the 2016 – 17 FAFSA) less than or equal to \$1,500



# Applying & Other Logistics

- Students & employers apply to participate via Indiana INTERNnet
- EARN-eligible students & positions marked with logo
- Sophisticated search technology helps recruitment & placement
- Employers claim reimbursement directly from state



# Questions, Comments

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