Intern Today, Employee Tomorrow
Developing a talented workforce in Indiana

Presented to:
National Career Pathways Network Conference

October 7, 2016
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

Welcome to Indiana INTERNnet, your one stop for interns and internships. This is where high school and college students connect with Indiana employers for valuable internship experiences. It's free, it's easy, it's a win-win for Indiana students and employers. Learn more about us »

Get started now »

Feedback Button

Employer Workspace

Search Different Industries

Search by Indiana Region

Search by Keyword

Find the Perfect Internship

Find the Perfect Internship
News & Resources

Learning While Teaching
Posted by Kansas Bash, October 04, 2016
Johnny Slivka is an HR/Business Development Intern with Millner & 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...
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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...
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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 »
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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.

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 »

SHARE YOUR STORY »

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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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