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Internships vs. Apprenticeships

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WHAT IS AN INTERNSHIP?

☺ Unpaid/Experience based

☺ Little or no experience necessary

☺ Requires large investment of staff time for mentoring

☺ Sessions available year round



WHAT IS AN APPRENTICESHIP?

- ☞ Receive stipend or reduced pay (bonus!)
- ☞ Previous experience as an intern is required
- ☞ Staff training and supervision is moderate
- ☞ Sessions available for buffer months and peak season



WHAT IS A SEASONAL WORKER?

- ⌘ Requires higher pay
- ⌘ Requires previous experience as intern/apprentice
- ⌘ Staff training/supervision is minimal
- ⌘ Work for the peak season



WHAT IS THE DIFFERENCE?

Categories	Intern	Apprentice	Seasonal
Pay	Least	Moderate	Most
Training Needed	Most	Moderate	Least
Supervision Needed	Most	Moderate	Least

WHAT IS THE BENEFIT?

- More successful recruitment
- Increased educational experience
- Increased workforce
- Greater return from workers
- More experienced workforce
- More satisfied workforce



WHAT IS THE COST?

- Highly organized program required
- Established training program required
- Increased staff/mentor training required
- Cost/Benefit analysis required
- Staff buy-in required

WHY DOES IT MATTER?

- Extension of staffing budget (More bang for your buck!)
- Supported learning experience for all
- Increased relationships with universities
- Goals to work toward
- \uparrow worker return = \downarrow staff time
- Supports a program management position

DISCUSSION

This has been a presentation by



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