

Today's New Interns The Southern Connecticut Chapter of SHRM

Low-cost, high-energy business solutions

If you think of interns as carefree students hired to make copies and take messages—who disappear forever when summer is over—*think again!*

What Do Interns Offer?

Today's highly skilled interns are...

- Goal-directed and challenge-oriented
- Available year round
- Ready to work part-time or full-time
- Technologically savvy



Employer Advantages

- Easy access to resumes—**saving time and ad costs**
- Employers minimize recruiting costs—with **no placement fees**
- No permanent hires until candidate is **evaluated on the job**
- Interns accept **modest pay** (\$10-\$20/hr) in exchange for experience
- Some interns are available on an **unpaid basis**
- Interns do **not** qualify for **unemployment compensation**

Employers meet short-term needs while developing a pool of potential permanent hires

Intern Success Stories...



Perot Systems hired Norwalk Community College Information Technology major Tom G., a forty-something career changer with a background in the food industry. Tom assisted with the rollout of a new operating system at UBS, a six-month project.

Described by his supervisor as “eager,” “resourceful,” and “reliable,” Tom gained essential experience while Perot considered him for a permanent position.

RBC Dain Rauscher hired international student Claudia W., a twenty-something NCC Marketing Major with a 3.9 GPA and 5 years of business experience. After completing a paid 3-month internship assisting brokers, Claudia was evaluated as “absolutely superb” and then stayed on as a part-time employee while she completed her studies. She plans to transfer to a four-year college in the area.

Trans-Lux brought on an intern from the University of New Haven Graduate School in Industrial and Organizational Psychology. Sara V. quickly made the contacts she needed to develop an electrical safety course for Trans Lux employees. Her supervisor commented that Sara was “not only organized and detail-oriented but also creative and quite savvy in her approach.” Sara is looking forward to a career in training and development.

Mackey & Guasco Staffing brought on a part-time intern to assist with prospecting. Kathryn H., a junior at Fairfield University majoring in political science, plans a career in employment law. In addition to marketing skills, Kathryn gained exposure to legal issues, such as correct interview procedures. Her supervisor commented that “she absorbed information like a sponge--always ready, willing and able.”

