

Marshall University

Internships

THE IMPORTANCE OF

“A form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent.

-National Association of Colleges and Employers (NACE)



Benefits

Increased productivity. Student interns approach new projects with enthusiasm and are ready to put their knowledge to work.

Creation and/or strengthened relations with Marshall University.

Career Services can provide an efficient and valuable bridge to talent and resources for recruitment such as faculty connections, job posting advertisement and career expos.

Additional personnel during peak periods. Adding interns to your staff can assist in managing workloads during heavier activity.

Help to keep college-educated talent in our region.

Students in an internship develop connections within the state. Many are more likely to stay within the region post graduation.

Lower training costs. Student interns are paid hourly and/or compensated with academic credit. Costs related to the hiring of interns are generally much less than hiring additional full-time staff.

Fresh perspectives. College interns will approach projects with vigor and energy, and can refresh a workforce.

Enhancement of staff supervisory skills. Mentoring interns can help your staff develop stronger leadership and management skills that can enhance teamwork and efficiency on other projects.

STEEL OF WEST VIRGINIA, INC. has enjoyed having an internship program since 1986. Working with the friendly and knowledgeable staff at Career Services is a pleasure and nearly effortless. They have streamlined the recruitment process to the point that they do the recruiting work for us. This program is a win-win situation for our company and the many fine students that have participated over the years.

— John O'Connor



CAREER SERVICES

www.marshall.edu/jobtrax

Through our online career management system, Marshall JobTrax, you can register your company and post an unlimited number of internships/job openings at no cost to you. Students and alumni can apply directly to you for these positions. Your JobTrax account also allows us to stay in touch with you regarding Career Services events and opportunities.

MARSHALL
JOBTRAX



10 Steps to Create an Effective Internship Program

1. Write a job description
2. Set a beginning and end date
3. Create an intern manual
4. Recruit and interview
5. Reserve a cubicle or workspace
6. Have a couple days of training
7. Pay your interns
8. Assign one person to manage the interns
9. Give your interns meaningful work
10. Set your expectations

Whether your company is small or large, private or public, profit or non-profit, you can benefit from the services we offer:

- Informational Tables at the Student Center
- Informational Sessions
- Individualized recruiting events
- Career Expos
- Mock interviews
- Class presentations
- Faculty contacts



www.facebook.com/MarshallCareerServices

@MU_CareerServ



Contact:

Jennifer L. Brown

Program Manager for Internships and Experiential Learning

Email: brown346@marshall.edu

Phone: 304-696-3396

Twitter: @JB_careerserv

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