

Benefits of creating an internship program

Employers in the Columbus Region benefit from internships in multiple ways:

- Employers use "prior work experience" as a criterion when evaluating candidates for entry level positions.
- Employers benefit from having a fresh perspective from an intern who may not know "the usual" way of doing things.
- Through meaningful college internships, newly-minted graduates can clearly demonstrate previous experience.
- Employers are able to "test drive" interns as potential employees, gauging both technical competency and cultural fit against company expectations.
- On the flip side, students are able to make the same assessment; recruiting costs are reduced because better hiring decisions are made.
- Internships strengthen the relationship between the academic community and employers.
 - Employers can communicate directly with educational institutions about changing skill requirements, trends in technology, etc.

The Columbus Region benefits from internships in a huge way:

- Because internships can be "sticky" in that they influence student's perceptions of the region, they can help students to connect with the Columbus Region in a way that could entice them to stay after graduation.
- By increasing the number of students who remain in the Columbus Region after graduation, the local economy is also positively impacted.

The Columbus Workforce benefits from internships in a unique way:

- By enlisting the help of a local college student in an internship, we are preparing them for the workforce before they graduate. Upon graduation, employers benefit from a student who can come into a position and "hit the ground running" with prior experience.

Indeed, today's savvy college students understand that internships are critical to their education. Even if participation is not a formal part of their academic program, they will seek out internship opportunities for their own benefit. They gain real world experiences that are often not attainable in a classroom setting. They understand that an internship will set them apart from other candidates without internship experience.