

Recruiting, retaining & supporting student internships

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Plan for today

- Introductions
- What is a student internship?
- Current & future funding
- Recruiting your intern
- Supporting meaningful internships
- Q&A
- Open space



What is a student internship?

Internships

- Offer *students* opportunity to gain meaningful paid work experience; to develop their professional skills & confidence in an area of interest
- *Organisations* benefit from flexible, additional capacity & an injection of fresh ideas & creativity

Volunteering

- Students volunteer in their own time to make a positive difference in the local community
- Volunteers can provide longer-term regular support, or act as a short-term 'task force' team to achieve a specific goal
- Students cannot be held accountable if they are volunteering

Please note: the universities do not advertise unpaid internships or unpaid part-time work.



Benefits of student internships

Employer benefits:

- New & motivated staff member
- Fresh perspective & new pair of eyes in the company or on a project
- Potential for new & up-to-date technological advice
- Enhancing CSR by employing a student & offering a meaningful experience
- Developing brand reputation & awareness of your organisation in a new market

Student benefits:

- Highly valued practical experience of the workplace – a 'way in' to an organisation
- Great way of developing broad range of skills – real life exposure to 'nitty gritty' of business



Funding

University of Bristol

Current

- £900 grant for UK based SME's towards wages
- Paid via PAYE ntl living wage: currently £7.83/hr
- 4 weeks (140 hrs)
- Full/Part time - no more than 15/hrs per wk term time
- Open to undergrads & grads (6mths)
- Overseas students can participate if permission to work
- Funding available NOW for summer & Q-Step internships

Future

- Phased release of funding throughout the year



UWE Bristol

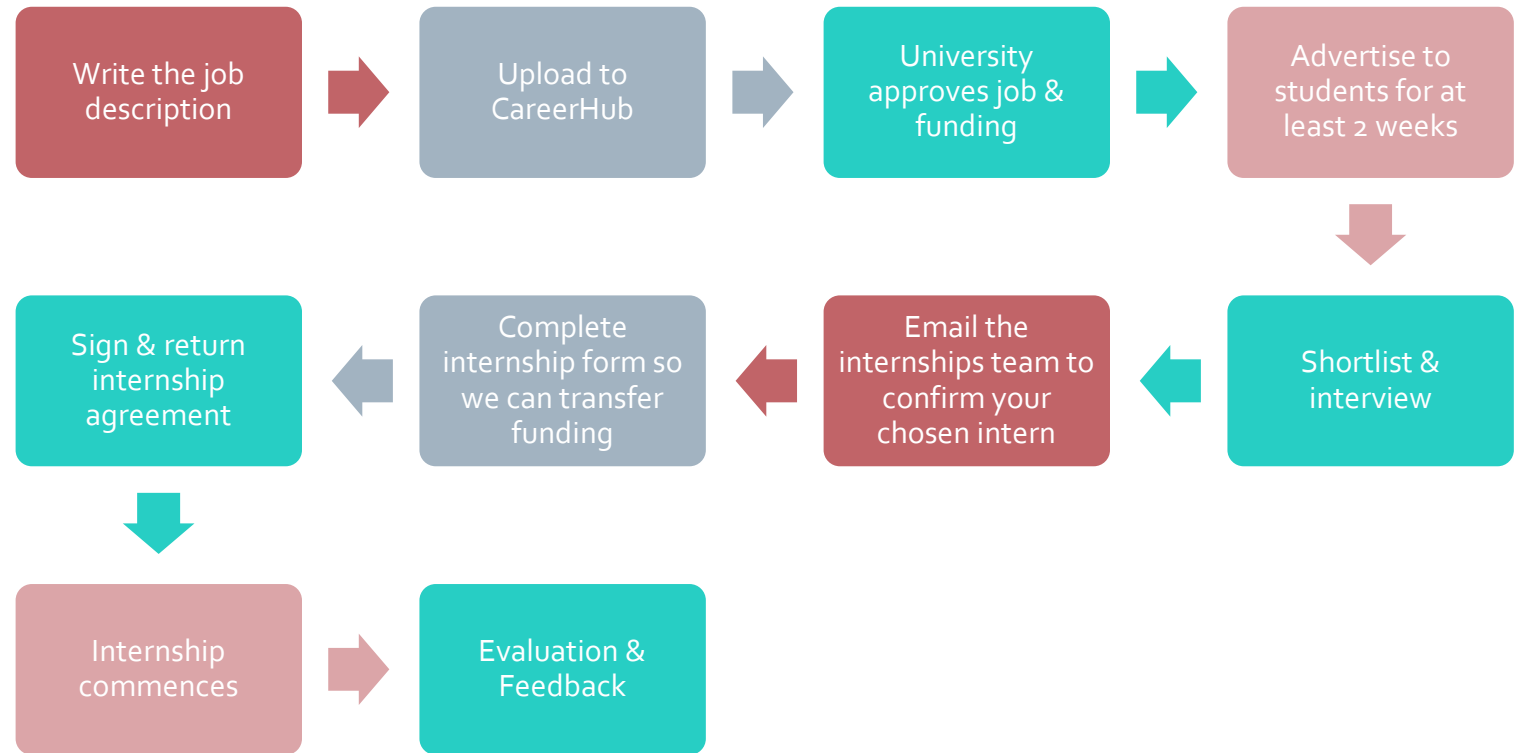
Current

- **Undergraduate internships:**
- 10 week opportunities in the UK, full time (part time option available). **Must start no later than 09/07/18**
- Interns paid £300 a week for 10 weeks
- UWE match funds £1500 & employer pays £1500
- Scheme open to all UK domicile current undergraduate UWE students

Future

- Typically, summer undergraduate scheme launches at the end of March.
- Graduate funding is yet tbc but we do expect limited funding to be available around the end of March

Recruitment Process



Supporting your intern

Pre internship

- Identify work: clear project, defined role, set tasks to complete
- Realistic job description: how will role provide intern with genuine skills & experience relevant to a professional career? What skills & attributes do you value in your business?
- *Practical*: space to work, tools/log-in's/access to do their job, supervisor



Supporting your intern

During

- Supervisor & mentor: build time in diary
- Provide support & clear direction. Try not to overwhelm - keep it 'need to know'!
- *Practical*: guided tour, check lists, work plans & 'scaffolding'



Supporting your intern

Post

- Exit interview: what did they learn? What can you learn from them for future internships?
- Blog
- Feedback & evaluations: intern & employer
- *Practical:* help to make connections & intros, future opportunities?



FUNDED MARKETING INTERNSHIP

By Skills Bridge | Writing

My name is Máire Power and I have a PhD in physics. I spent two months as a Marketing Intern for the science company, Nu Nano Ltd, based within the science incubator, Unit DX. NuNano manufacture nanoscale probes for the sensitive measurement technique, atomic force...



Q&A

Ask a student intern



Open Space

- Online platform demos
- Bespoke advice on your internships
- Ask any other questions



Thank you

Get in touch

- Skills Bridge – amy@bristolgreencapital.org
- University of Bristol – careers-uobinterns@bristol.ac.uk
- UWE Bristol: uweinternships@uwe.ac.uk

Check out skillsbridge.ac.uk for other opportunities to work in partnership with students

