

Many employers know the challenges of finding qualified applicants to fill positions requiring specific skills. Talented candidates in need of additional skills often find it hard to gain real-world experience.

Paid internships have a wide range of benefits to employers, would-be employees, and entire industries. Especially for employers, however, paid internships:

1. Attract a larger and more qualified pool of candidates

It's human nature: the incentive of pay attracts stronger candidates to apply for jobs. Furthermore, through the STEM@Work Paid Internship Program, employers benefit from hiring interns who receive initial vetting as well as additional workplace skills training through the Collaborative for Educational Services—for free.

2. Allow employers to play a direct role in developing their future workforce

Employers will sometimes hesitate at the idea of paying interns. Some concerns expressed are “Why should I pay someone who may not immediately have the skills I need?” or “What if I put time and money into an intern, only to have them go work for someone else?”

Training and paying interns contributes to the creation of a larger and more talented workforce for everyone. Individual employers and entire industries benefit from this because it creates a richer pool from which employers can then recruit future workers. The STEM@Work Paid Internship Program is intended as a proactive measure to prevent a shortage of skilled STEM workers, but it requires employer participation to succeed.

3. Often lead to permanent hires and lower staff turnover

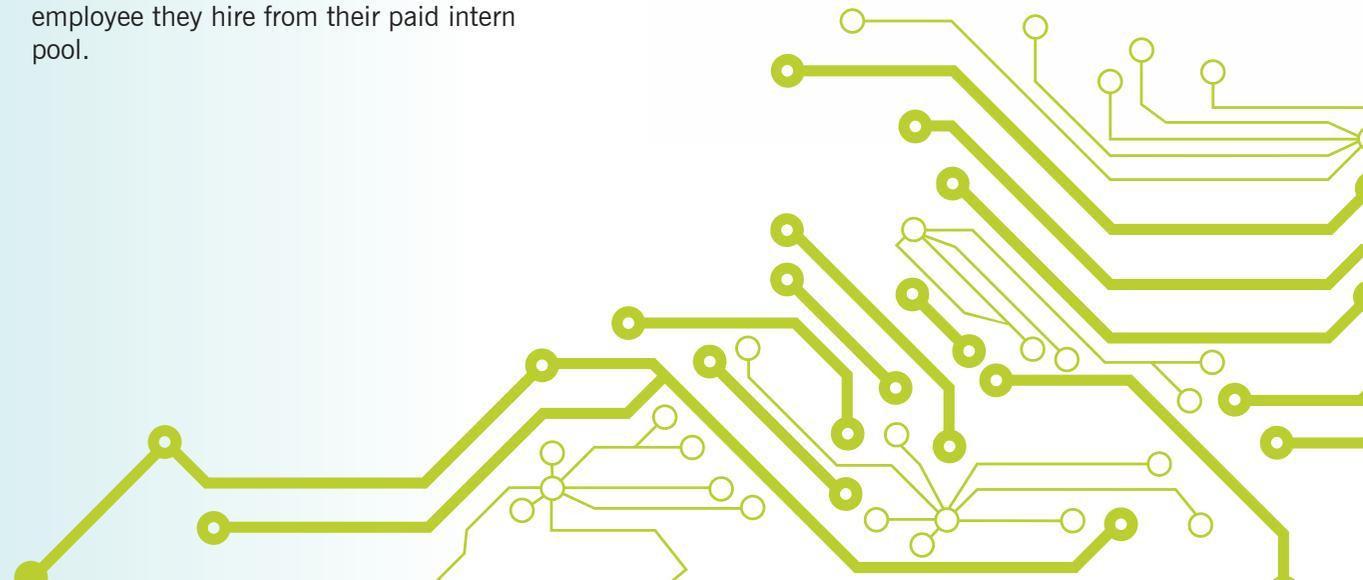
Companies that pay their interns increase the likelihood that those interns will become employees. Paid interns who become employees tend to stay with their employers longer than unpaid interns or new hires who were never interns. Paying interns communicates that employers value their employees. Employees who feel valued are more likely to be loyal to their employers.

4. Typically result in lower training and recruitment costs

Employers save significant costs (by some estimates, as much as \$15,000 in training, hiring, and turnover costs) for every employee they hire from their paid intern pool.

SPECIAL INCENTIVES for employers participating in this program include:

- Wider community recognition (our media outreach plan includes regional radio and newspaper coverage)
- Connection with a growing, regional STEM Employer Action Group intentionally designed to create a culture of STEM excellence in training, recruitment, and employment in the Pioneer Valley
- Creation of new opportunities for students under-represented in higher education and STEM fields. Participating employers will benefit from an increase in candidate diversity



STEM@WORK

PAID INTERNSHIP PROGRAM

The Collaborative for Educational Services in Northampton, in partnership with the MassHire Franklin Hampshire Workforce Board, is working with high schools and STEM employers in Franklin and Hampshire counties to find and place 50 enthusiastic students in paid internships in spring and summer 2019 as part of the **STEM@Work Paid Internship Program**.

For more information, please contact:

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HOW PAID STUDENT INTERNSHIPS BENEFIT EMPLOYERS

STEM@WORK PAID INTERNSHIP PROGRAM



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