



INTERNSHIPS

information for employers

BENEFITS OF PARTICIPATING IN INTERNSHIPS

1

EXPERIENCE IN REAL EMPLOYMENT SETTINGS

- Learn real job skills
- Get to try out work and see if you like it
- Enhance your resume



CAREER EXPLORATION

- Opportunities to learn about and try out different jobs

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PROFESSIONAL SOCIAL INTERACTIONS

- Work alongside other professional adults
- Learn how to communicate in a workplace
- Practice self-advocating at work



NETWORK

- Make new friends
- Make professional contacts
- Many jobs are obtained through WHO you know

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ASSESSMENT OF NEEDS IN EMPLOYMENT

- Try out different tools to become independent
- Visual supports, assistive technology, cell phone, communication devices, etc.

*These may be different from school

CONNECTION WITH ADULT SERVICE PROVIDERS

- Work with Vocational Rehabilitation
- Build a relationship with a job coach who will really get to know you

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POSSIBLE PAYCHECK

- Some internships are paid, some are not
- This is established **before** you begin



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BENEFITS OF HOSTING INTERNSHIPS

1

WORKFORCE DIVERSITY

- Build a supportive and inclusive workplace culture
- Active engagement in Diversity, Equity, and Inclusion initiatives

CREATE A PIPELINE FOR TALENT

- Allow employer to assess prospective employee as a match for the company before making final hiring decision

2

3

EDUCATION & TRAINING

- Work with Vocational Rehabilitation professionals and receive disability awareness & individualized education

MENTORSHIP OPPORTUNITIES

- Professional development and growth for employees
 - Who lead the internship program
 - Who oversee/mentor interns

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A NEW PERSPECTIVE

- Interns with disabilities may see things through a different lens

ENHANCED WORKPLACE CULTURE

- Improved performance and efficiency
- Fulfill unmet needs
- Greater retention of those hired

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POSITIVE PUBLICITY

- Set yourself apart from competitors
- Attract new clients/customers