

Recruit the best from Georgia's Public Liberal Arts University

Internship Frequently Asked Questions

Why recruit an intern?

Internships are an excellent way to incorporate fresh perspectives into your organization and to give back to an industry by developing a student's skills and knowledge through practical experience. In addition, hiring interns is a great way to create a pipeline of talent into your organization for future full-time openings.

What qualifies a position as an internship?

An internship is 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. Internships give employers the opportunity to guide and evaluate talent.

National Association of Colleges and Employers Position Statement on U.S. Internships: <https://www.naceweb.org/advocacy/position-statements/united-states-internships.aspx>

Are interns required to be paid?

In order for your for-profit company to be in full compliance with The Fair Labor Standards Act, it is always in your best interest to offer at least minimum wage to interns. Students receiving academic credit through the university may be able to do an internship without compensation if following the conditions set forth in the Fair Labor Standards Act. The student's academic department will need to approve the internship site in order for the student to receive academic credit. Please contact the University Career Center if you have additional questions regarding internships and compensation.

A fact sheet regarding internship programs under The Fair Labor Standards Act can be found here:

<http://www.dol.gov/whd/regs/compliance/whdfs71.htm>

How can I promote internships at my organization to GC students?

Organizations can post internships and other opportunities through **Career Connection** at www.gcsu.edu/career, the University Career Center's online employer and student database. Organizations can also promote internship opportunities on campus at our career fairs and information sessions. For more information about recruiting on campus, please contact the Career Center at (478) 445-5384 or career.center@gcsu.edu.

My organization has never hired an intern before, how do we get started?

An internship should provide hands on learning opportunities to the student under the guidance of a supervisor who can serve as a mentor and coach throughout the internship. Creating an internship in your organization may be easier than you think. The University Career Center is happy to work with you in determining how an internship program would meet your organization's goals.

Do students receive academic credit for their internship?

Many students elect or are required to receive academic credit for their internship experience. However, students may complete a paid internship without receiving academic credit.

Some majors that provide academic credit for internships include:

Arts and Sciences: Art, Biology, Chemistry, Criminal Justice, English, Environmental Science, Geography, History, Mass Communication, Political Science, Psychology, Sociology, Theatre

Business: Accounting, Computer Science, Economics, Management, Management Information Systems, Marketing

Health Sciences: Athletic Training, Community Health, Exercise Science, Music Therapy, Nursing, Outdoor Education

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