

## FAQ'S - INTERNSHIPS

### 1. What types of responsibilities are typically awarded to interns? Are they paid or unpaid? How do I know if the internship is "valid"?

Internships typically provide new grads with an opportunity to learn about multiple areas within a company - sometimes this is presented as a rotational cycle where the intern rotates from one area of the company to another over a period of 12-24 months. Internships that are specific to one area (for example, marketing), would likely present the intern with opportunities to learn and apply their skills in multiple aspects of marketing, under the guidance and mentorship of a senior marketing professional within the company. Internships are really seen as practical learning opportunities that have an element of training and mentorship attached. As with any career-related opportunity, it is important for you to research the company/employer offering the internship for due diligence. Internships - whether paid or unpaid - can offer great benefits to you in terms of building your professional network and gaining relevant experience in your field.

### 2. When looking for an internship, what are some key factors to look for in an employer?

Like any position, it is important to do your research into the employer/company offering the internship. You will want to know if it is a paid/unpaid internship, length of internship, location (including need for flexibility for relocation, travel, etc.), minimum education requirements, recruitment timelines, etc. I would also look for testimonials or references from past participants if possible. Search online for comments about the internship regarding participants' experiences. Try to find out more about the internship program and what will be involved during the duration of the term to ensure that the skills to be developed are a good fit for you. Ask about the networking opportunities that will be provided within the internship and the support you will receive. Is there a formal mentorship component to the program, etc.?

### 3. Where can I find information about international internship opportunities?

You can find information about international internships at the following website: [Absolute Internship](#). As with any job search, it is very effective to contact companies/organizations directly to inquire about internship opportunities. One company who offers internships abroad is the [Royal Bank of Scotland](#).

### 4. In the workforce today, are hiring managers looking for students who have had experience with internships?

Employers are looking for students who have experience...period. Whether that comes in the form of an internship, summer job, part time job, student competitions, or volunteer/extracurricular activities is irrelevant. The most attractive candidates will have a combination of these experiences (i.e. a well-balanced resume) along with a reputable degree and a strong network.

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- 5. We are told that for our internships, we should be including academic references on our resumes. What if I haven't had very many small classes or had the chance to get to know a professor? What are recruiters looking for/what will they accept?**

If you are specifically being asked for an “academic reference” then you need to identify a professor or possibly a TA who can speak on your behalf. Typically speaking, it is extremely rare that an employer will specify that you need an academic reference (this is usually only the case when applying for academic opportunities (such as grad school). Most employers will simply ask for “references” which should come in the form of individuals who can speak positively about your skills based on their own observation from supervising or working with you. If you are being specifically asked for an academic reference, think of professors or TAs (if you don't have a professor you can ask) who knows you or who can speak to your performance in the classroom.