

CHAMPLAIN COLLEGE

Champlain College: Your Source for Intern Talent

*Presented by Pat Boera
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Internship Defined

According to NACE, 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; and give employers the opportunity to guide and evaluate talent.”

In addition, an internship is a semester (fall, spring, summer) in duration, may or may not carry credit, may be paid or unpaid based on the Department of Labor [criteria](#).



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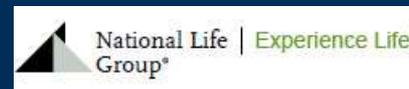
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A few partners that offer strong internship programs



We hope the State of Vermont will join these ranks.



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Ways to recruit:

- Learn about the unique internship process for relevant majors by speaking with a career coach
- Email your posting to careercollaborative@champlain.edu
- Use our posting [form](#)
- DIY: Create and manage your posting in [JobSpot](#), our online job board
- Recruit in person during our Signature Events:
 - Tuesday, October 24, 2017: Fall Career Conference & Fair
 - Tuesday, March 27, 2018: Spring Career Conference & Fair



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Champlain College Career Collaborative Team

CCM Division

Kerry Hill

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ITS Division

Mark Zammuto

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Pat Boera

The Game Studio

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Click [here](#) to meet the Career Team
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15 Best Practices for Internship Programs

#1: Provide interns with real work assignments

#2: Hold orientations for all involved

#3: Provide interns with a handbook and/or website

#4: Provide housing and relocation assistance

#5: Offer scholarships

#6: Offer flex-time and/or other unusual work arrangements

#7: Have an intern manager



Best Practices continued

#8: Encourage team involvement

#9: Invite career center staff and faculty to visit interns on site

#10: Hold new-hire panels

#11: Bring in speakers from your company's executive ranks

#12: Offer training/encourage outside classes

#13: Conduct focus groups/surveys

#14: Showcase intern work through presentations/expo

#15: Conduct exit interviews



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Questions?

Thank you for this opportunity!



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