

Recruiting Interns from the University of Vermont

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UVM Facts & Figures

- 150+ majors over 7 undergrad colleges:
 - Agriculture and Life Sciences
 - Arts and Sciences
 - Business (Grossman)
 - Education and Social Services
 - Engineering and Mathematical Sciences
 - Environment and Natural Resources (Rubenstein)
 - Nursing and Health Sciences
- About 10,000 undergraduate students
- 91% of seniors report being engaged in research, an internship or other experience-based learning

Internships

Students from all majors and class years can participate

- Can be paid or unpaid
- Some students earn credit, some do not
- Internships usually run on a semesterly schedule
- Positions are best posted 2-6 months before internship start date

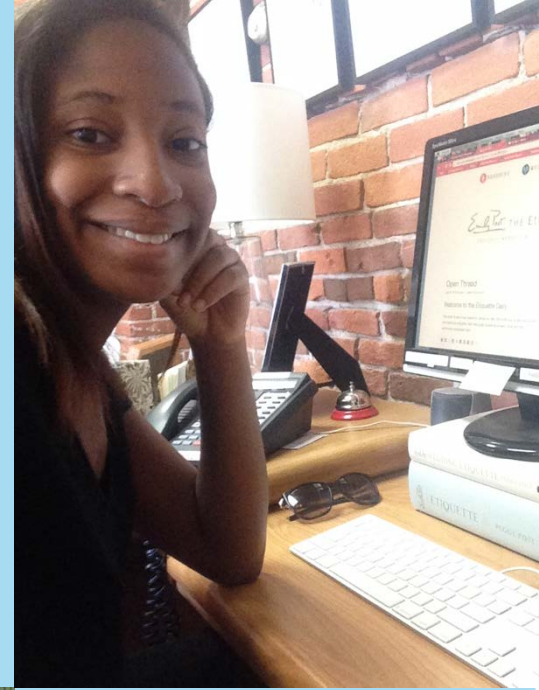


Resources for the Hiring Manager

- Dedicated Internship Coordinator with support/resources for:
 - Legal issues
 - Best practices
 - Marketing positions
 - Events and Info Sessions
 - On-campus Recruitment
 - How to attract and support a diverse pool of candidates
- Student's faculty advisor (if earning credit)
 - Will ask for learning contract, and mid-term & final evaluations

Best practices for internships

- Interns can't displace employees or solely do menial work
 - Has to be a good learning experience
- Good projects are often
 - "Wishlist" projects
 - Research
- Frequent check ins about expectations, and feedback



Next Steps

- Post internships positions in Handshake

Build brand awareness by having a consistent presence, and tell your division/department's story:

- Attend UVM Career Fairs
- Serve as a panelist at an event
- Write a blog post
- Make connections to specific colleges and programs



Ready to connect with promising students?
Create an account on Handshake, or
Contact me to set up a time to talk:

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