



Monterey Bay
ECONOMIC PARTNERSHIP

Monterey Bay Internships Employer Workshop



Connecting Employers to Students



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Workshop Agenda

- Internship Basics
- Legal Concerns
- Test for Unpaid Interns
- Internship Benefits & Stats
- Making Your Internship POP!
- MBI Portal Benefits & Live Demo
- Q & A/Feedback





What is an Internship?

- Predetermined duration, agreed upon by student and organization
- Responsibilities are in alignment with student's learning
- Opportunity to earn academic credit, if applicable, esp. for unpaid
- Flexible work schedule to accommodate student's academic schedule
- Professional training that supports student learning
- Predetermined compensation agreed upon prior to hire



What is NOT an Internship?

- Free labor
- Mainly busy work
- A burden on a current employee's schedule
- A replacement of a regular employee's position

Resources:

[US Department of Labor Wage and Hour Division \(WHD\)](#)

[Fact Sheet #71: Internship Programs Under The Fair Labor Standards Act](#)

[Monterey Bay Internships Employer Toolkit](#)





Legal Concerns

- Unpaid interns, especially at for-profit organizations are at risk of being taken advantage of financially
- Employers who fail to fairly compensate employees for their work are at risk of legal repercussions
- It is essential that employers are fully aware of rules and regulations regarding internships, especially unpaid





The Test for Unpaid Interns

Unpaid internship programs at for-profit organizations must meet all 7 criteria:

1. Clearly outlines that there is no expectation of compensation
2. Provides training that would be similar to an educational environment
3. Integrates coursework or academic credit
4. Accommodates the intern's academic commitments
5. Provides beneficial learning throughout the entire duration of the internship
6. Work complements, rather than displaces, the work of paid employees
7. Conducted without entitlement to a paid job at the conclusion of the internship



Internship Benefits

STUDENTS

- Determine a career path
- Apply knowledge learned in the classroom
- Gain valuable work experience to strengthen your resume
- Build their network & find mentors
- Competitive advantage in the job market

EMPLOYERS

- Ongoing pipeline of trained employees
- Support & mentor students
- Increase productivity
- Engage with community
- Establish good relationships with local colleges

COMMUNITY

- Fosters a more professional workforce
- Encourages local talent to stay in the area
- Strengthens employer ties to education which promote alignment of supply and demand for skills
- Determine healthy career pathways





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\$16.03

**Average HOURLY WAGE
for an intern in CA**

Source: INDEED.COM




INTERNSHIPS DRIVE EMPLOYMENT

Average median
starting salary



\$53,000

Interns



\$34,000

Non-Interns



Making Your Internship POP!

WAYS TO ATTRACT STUDENTS

- Flexible schedule
- Gain valuable work experience/networking opportunities
- Ability to attend events/conferences for free
- Training provided/ability to develop skills not offered at college
- Opportunity to work remote, consider mileage reimbursement if unpaid
- If unpaid, minimal hours and consider a stipend!





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Portal Benefits

mbinterns.org

- Post internship opportunities for FREE
- Easy and intuitive user interface
- Recruit college students from
 - ➔ Cabrillo College
 - ➔ CSU Monterey Bay
 - ➔ Hartnell College
 - ➔ Middlebury Institute of International Studies
 - ➔ Monterey Peninsula College
 - ➔ UC Santa Cruz





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3 Steps to Success

mbinterns.org



1. [Sign Up](#)
 2. [Create](#) your listing(s)
 3. [Manage](#) your listing(s)
- *Mark your internship filled*





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Questions?

Feedback?





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THANK YOU
to our consortium partners!





*Thank you from our workforce development team,
Hayley & Ashley!*





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It Works!

“We have had excellent experiences with our now 12 MB interns and we also wanted to share how all of our interns have benefitted and the experiences provided by our organization helped the interns to their next opportunities in careers (Plantronics, X2Engine, City of Salinas, County of San Mateo) master's programs (UC Irvine, St Mary's, SJSU).

The organizations & businesses that use MBInterns will benefit and they will be part of building the future for us all.”

-Mary Gaukel
Your Future Is Our Business

