



# S O U T H E A S T W I S C O N S I N Internship Consortium

CARTHAGE COLLEGE

GATEWAY  
TECHNICAL COLLEGE

HERZING  
UNIVERSITY

UNIVERSITY OF  
WISCONSIN  
PARKSIDE

KABA  
KENOSHA AREA BUSINESS ALLIANCE

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# DIFFERENCE BETWEEN INTERNSHIPS AND APPRENTICESHIPS

**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 frequently culminate in a permanent hire.

**An apprenticeship** is an experience in which students receive training in a trade on-the-job, often with some accompanying study. Apprenticeships can also enable practitioners to gain a license to practice in a regulated profession.

## BENEFITS OF AN INTERNSHIP

### FIND FUTURE EMPLOYEES

An internship program is a year-round recruiting tool. At the one-year mark, interns who become full-time employees are almost 30% more likely to still be at your company than are other full-time hires.

### TEST-DRIVE THE TALENT

Sometimes a new employee makes a solid impression in the interview, but simply does not gel with your current team or the way your company operates. “Try out” candidates through an internship.

### INCREASE PRODUCTIVITY

A quality intern can make significant contributions to productivity, allowing your full-time staff to focus on more essential projects.

### ENHANCE PERSPECTIVE

Interns bring more to the table than just an extra set of hands. In today’s working environment new people bring fresh perspective.

### CUSTOMIZABLE FOR YOUR ORGANIZATION

Scale your internship to meet your organization's needs. Remote and virtual internships reduce interruption and save on space and equipment while increasing productivity. Micro internships focus on a specific project, which gives your organization an opportunity to test the waters before advancing to longer internship experiences.

### APPLY THE LATEST IN TECHNIQUES AND TECHNOLOGY

College students learn cutting-edge strategies, techniques, and technology in their field. Implementing an internship program gives you direct access to recent developments.

### FOSTER LEADERSHIP SKILLS IN CURRENT EMPLOYEES

As current employees mentor and supervise interns, they’ll gain valuable leadership skills. Internship supervision can be a great form of professional development.

### GIVE BACK TO THE COMMUNITY

Hiring interns not only helps students in your community get started in a career, it enhances the local workforce as a whole. In return, the community will be motivated to support your organization. This makes internship programs an excellent, cost-effective public relations tool.

## ADDITIONAL RESOURCE

To find out more internship “how-tos” and best practices, including how to write an internship position description, supervise an intern, and develop an internship program, we recommend visiting the Talent Generator developed by our partners at UW-Extended Campus.

**[CE.UWEX.EDU/TALENT-GENERATOR](https://ce.uwex.edu/talent-generator)**

