

Internship Definition

An internship is defined as 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. (NACE – naceweb.org)

What is an Internship?

An internship is any carefully monitored work or service experience in which a student has intentional learning goals and reflects actively on what he/she is learning throughout the experience, and promotes academic, career and personal development.

- A typical duration of 10 to 15 weeks
- The majority of internships are during the summer, or semester long
- A part-time or full-time commitment
- Paid or unpaid opportunities
- Academic credit may be earned

Criteria for the Experience to Be Defined as an Internship

To ensure that an experience—whether it is a traditional internship or one conducted remotely or virtually—is educational, and thus eligible to be considered a legitimate internship by the NACE definition, all the following criteria must be met:

- 1 The experience must be an extension of the classroom: a learning experience that provides for applying the knowledge gained in the classroom. It must not be simply to advance the operations of the employer or be the work that a regular employee would routinely perform.
- 2 The skills or knowledge learned must be transferable to other employment settings.
- 3 The experience has a defined beginning and end, and a job description with desired qualifications.
- 4 There are clearly defined learning objectives/goals related to the professional goals of the student's academic coursework.
- 5 There is supervision by a professional with expertise and educational and/or

professional background in the field of the experience.

- 6 There is routine feedback by the experienced supervisor.
- 7 There are resources, equipment, and facilities provided by the host employer that support learning objectives/goals.