

INTERNSHIPS VS. APPRENTICESHIPS

INTERNSHIPS

Internships, usually given to promising students or new entrants to the labor force, are short-term work assignments in an occupation or specific subject matter within a company. The internship pairs the new worker or student with someone more experienced.

Ideally, this means that it's both a learning experience and a real productivity boost for the company in question. Work gets done, and the company can use the time to evaluate whether the candidate is the right fit for their company.

Meanwhile, the student or worker can evaluate whether they like the work or company enough to pursue a career there. The internship may be full or part time, paid or unpaid, but it should be a win-win for both parties.

APPRENTICESHIPS

Apprenticeships are similar, but tend to revolve around the skilled trades. In an apprenticeship, the employee is there to learn a discrete skill or trade. Often, they are completing related coursework at the same time.

The employer has to invest in training for the trade in question, but at the other end of the program, essentially has a new employee tailor-made for the company. The employee gains new skills, tests a company out, and often gets an industry recognized credential.

Today as early talent considers employment and what route to take, 79% of them are interested in working in a paid and structured training environment that will lead to full-time employment. That's huge. Companies cannot afford to neglect such opportunities. Another win-win in the world of employee-employer relationships.

94%

of students want to pursue internships and apprenticeships

74%

say that they would consider something like an internship over a four-year path.



Early talent struggles to find them...

73%

73% of the people interested in internships and apprenticeships admit that they do not know where to find out about such opportunities.

51% believe that internships and apprenticeships are out there, and the struggle largely relates to finding them.

51%

70%

70% express that learning about employers with apprenticeship programs would be helpful

Top employers that people believe have good internship/apprenticeship programs:

amazon

The New York Times

SPACEX

WELLS FARGO

IBM

The Benefits of Developing Internship & Apprenticeship Programs

Not convinced yet? Well, here are four more reasons why companies should give internships and apprenticeships a try.



1

Internships and apprenticeships allow students to develop their professional connections.

2

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3

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4

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