



Activate Industry: Skill

Create Student Internship Programs

INTERNSHIPS:

BUILD YOUR PIPELINE

Internships are a tried and true method for organizations to build a strong talent pipeline. Typically over a 2-3 month period, students immerse themselves within an organization and simulate a full-time work experience. This type of program is mutually beneficial to both – students gain early experience that builds employment readiness, and employers get to conduct a thorough evaluation before extending that full-time offer.

HOW YOU BENEFIT:

WHY SHOULD YOU CARE ABOUT STUDENT INTERNSHIPS?

- ⚡ **Hire the best:** Internships let you “trial run” prospective candidates, allowing you to hire the best, vetted talent
- ⚡ **Fill workforce gaps:** Interns help with lower-level responsibilities, relieving burdens on full-time employees and allowing them to focus on high priority tasks
- ⚡ **Build your brand:** Internships invest in students’ futures and demonstrate corporate stewardship
- ⚡ **Create an agile workplace:** Interns bring unique perspectives and working styles, exposing employees to new environments and promoting adaptability



GET STARTED TODAY

Read through some helpful guides to consider your options and start creating an internship program fitted to your organization’s needs

Bamboo HR

[The Definitive Guide to Creating an Internship Program](#)

**Greater St. Cloud
Development Corporation**

[Guide to Internship Programs](#)





INDUSTRY EXAMPLES

Explore internships that organizations offer today and align to the six sub-clusters of the Energy & Natural Resources (ENR) CTE Career Cluster

ENERGY

- [EConnect Summer Internship](#)
- [Internships at The National Renewable Energy Laboratory](#)

UTILITIES

- [Avangrid Summer Internship](#)
- [Tacoma Public Utilities Internships](#)

CONSERVATION & LAND MGMT.

- [Bureau of Land Management Internship](#)
- [Natural Resource Career Development Program – 3rd Party Internships](#)

ECOLOGICAL RESEARCH & DEV.

- [EarthDay.org Summer Internship](#)
- [World Wildlife Fund Environmental & Policy Internships \(EPIC\)](#)

ENVIRONMENTAL PROTECTION

- [Environmental Defense Fund Internship](#)
- [Sierra Club Climate Justice Internship](#)

RESOURCE EXTRACTION

- [Imerys Mine Engineer Internship](#)
- [Occidental Petroleum \(Oxy\) Internships](#)

*These examples are non-exhaustive and not representative of all organizations