

# UNDERSTANDING THE VALUE OF INTERNSHIPS

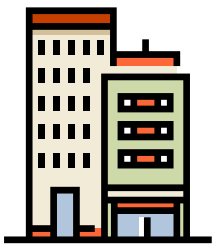
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## What is an internship?

- Career-focussed work experience that is supported by a university
- Can be paid or unpaid, and be credit-bearing or not
- Can vary in length
- Increasingly common across disciplines
- Offers benefits for students, universities and employers.



## What do you get out of it?



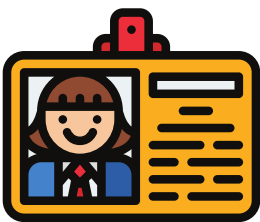
### Employers

- Early access to a talent pipeline
- Target top students for graduate roles
- Build relationships with universities
- Promote your graduate scheme
- Reputational benefit - CSR and nurture talent.



### Universities

- Demonstrate relevance and the value of degree programmes
- Build and strengthen corporate relationships
- Promote the impact agenda
- Potential for knowledge transfer partnerships
- Can help university rankings.



### Students

- Try a sector, role, or employer without long-term commitment
- Grow in confidence and skills, whilst putting 'theory into practice'
- Great for your CV.

Studies show that students who do internships\*:



Have more graduate job offers ~ Get a job more quickly ~ Get a job that pays more ~  
Are rated as performing more highly in their first graduate role ~ Have higher levels of job  
satisfaction in their first graduate role ~ Settle into their first graduate jobs more quickly.

# How are we contributing to the evidence-base?

Previous research has shown that internships are linked to improved academic outcomes and employment, but much less is known about *how* or *why* the students do well.

**1,250** students

Since 2016 we have been tracking students' development across more than 100 competencies at three time points (pre, mid, and end-of-placement), exploring their proficiency and rates of development. To date, this has involved over:

**1,900** line managers/  
workplace peers

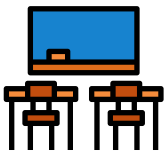
**280** organisations

## Asking questions

We are also researching what students learn while they are on placement, asking questions such as:



What are students' goals for a placement?



How can universities help students prepare for their placements and the employment market?



What do employers think about students' proficiency?



How quickly do students develop the right balance of skills?



What do students learn during their time on placement?

## Find out more

[Read the summary report](#)



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