



Assessing the Feasibility of a Student Internship Program

Decision Guide

Use the following assessment to determine if creating a student internship program is feasible and would have a valuable ROI for advancement.

Student Internship Feasibility Assessment

Instructions: Complete the assessment to understand the feasibility of launching a student internship program based on current advancement resources and operations. Start by reading each of the statement's in the box below. For each, rate your institution's current practice on the following scale:

- Mark "yes" if the corresponding statement is *mostly true*
- Mark "partly" if the corresponding statement is *partially true*
- Mark "no" if the corresponding statement is *not true*

At the end, total your score and use the accompanying scoring guide to interpret your total score and assess the feasibility of launching a student internship program.



<i>Statement is accurately represents our division...</i>	Yes 2	Partly 1	No 0
We have access to qualified individuals from student caller programs or students with relevant majors such as business, communications, or philanthropy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have individuals in talent management that have time to organize, hire, and execute an internship program and individuals with time to manage a student.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We often have entry level positions open that students could fill and/or we maintain email lists that we use to communicate open positions to past employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have the financial resources for stipends or hourly wages and space in our offices to support interns during their program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have professional development opportunities for students to partake in and tasks or projects that will allow interns to learn new skills and competencies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Total Score:

Interpret Your Score

0-3 pts:	Focus on building up talent management support functions for current staff before beginning the journey of launching a student internship program.
4-7 pts:	Your institution may be able to sustain a student internship program with a few more investments in resources. Consider adding additional resources before planning and launching a student internship program.
8-10 pts:	Your institution has adequate resources to plan and launch a student internship program. Consult with relevant leadership, HR, potential managers, and the student internship office or career center to begin program development.

Source: Advancement Forum interviews and analysis.