

Here's why YOU should **PAY** your Interns



INTERNS can do so much more for your company than just going on coffee runs. Finding the right intern can have big payoffs for both you and the student — like

vetting qualified candidates for future full-time employment, and giving you a cost-effective way to expand your company's workforce. In fact, student interns from Millersville University have been highly rated by their supervisors. When surveyed on their satisfaction with interns' career readiness competencies, they gave our students an average score of 4 out of 5*. **NOT CONVINCED YET?** Here are some additional benefits of paying your interns.

5 BENEFITS OF PAYING YOUR MILLERSVILLE INTERNS

1. THEY'RE MORE PRODUCTIVE

Wish your employees were more productive? One of the simplest ways to encourage productivity in the workplace is with compensation. In fact, higher hourly wages are associated with higher levels of productivity in interns. Want to get more work done? Pay your interns. It's that simple.

2. YOU ACTUALLY SAVE MONEY

Making use of paid interns is a simple way to recruit and evaluate potential employees. You get to see in real time whether or not they're suited for the job — without the overhead costs associated with hiring candidates with more experience, like benefits and salary. It's also incredibly flexible and doesn't require a long-term commitment on the employer's part.

3. FIND BETTER HELP ALL YEAR LONG

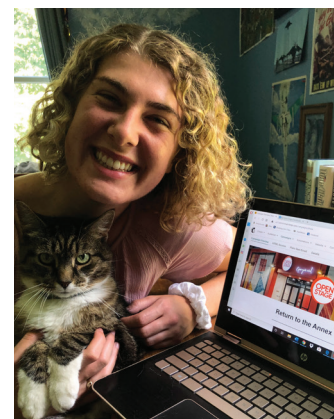
Know your business has a particularly busy season or just need extra hands on a specific project? Hiring a paid intern is a win-win for you and the student. We all know how tough it is to find good, trustworthy employees, and using student interns gives you access to a year-round source of highly motivated pre-professionals to fill in the gaps at your workplace.

4. STAY OUT OF LEGAL HOT WATER

The U.S. Department of Labor's Fair Labor Standard Act requires for-profit employers to pay employees for their work. Interns and students, however, may not be "employees" under the FLSA. But it's always best to be above board. The exploitation of student interns is well-documented and simply paying them avoids this problem all together!

5. FIND PRE-VETTED CANDIDATES AT MILLERSVILLE UNIVERSITY

Through MU's credit-bearing internship program, students participate in professional experiences aligned with their major or minor at an organization with supervision and mentorship from both faculty and employers. While developing professional skills such as work ethic and oral and written communication, students gain valuable industry knowledge that complements their classroom learning while earning credits towards degree completion. Hosting an intern affords you the opportunity to create an inclusive talent pipeline, pre-screen potential employees for hire and collaborate with faculty on industry trends. For more information about posting internship, part-time or full-time opportunities for MU students, contact **EXPERIENTIAL LEARNING & CAREER MANAGEMENT** via email at careers@millersville.edu or phone at **(717) 871-7655**.



97.5%

of employers who believed their **intern** would be likely to succeed in their field

Supervisor evaluations demonstrate high levels of **SATISFACTION** with intern career readiness competencies with all ratings exceeding 4 on a 5-point scale (where 5 is excellent)

97.5%:
The percentage of employers who would host another intern

98%

The percentage of interns who would recommend their internship to other students

17%:

Amount of underrepresented minority student participation in internships

69,235 hours:

Time our students worked in the community in 2018-2019

11% Full-Time Hires:

MU interns hired full-time in 2018-2019 academic year

*Data from the 2018-2019 academic year.

Millersville University