How Internships Open Doors to your Dream Job

Have you thought of what you will do after graduating? Do you have any experience? Do you have a strong resume?

These are questions that thousands of students face before and after graduating and are trying to find their dream job. Internships and mentoring might be just the right way to get an answer to these questions. Internships open doors to the road of success. Internships are beneficial not only to the interns but to the employers as well. For example, interns gain networking skills, knowledge about the job field, strengthen resume, prove themselves to employers, gives them an advantage over other applicants to get the job, and even gain some income. On the other hand employers benefit from these programs as well by meeting diversity goals when hiring those with disabilities, try-out the interns, build a culture, and increase jobs satisfaction and productivity.

6 Easy steps to an internship

1. Self-evaluation
2. Visit your schools career center
3. Schedule an appointment with an advisor.
4. Make a resume
5. Apply
6. Prepare for the interview

The first step to an internship is self-evaluation, this helps individuals determine what kind of career they want to pursue according to their self-interests. “A self-evaluation can lead to a better understanding of the career path you want, and the types of company cultures and environments that suit you best” states Jacquelyn Smith Forbes Staff in her article Nine Steps to Getting the Internship You Want. Second step is visiting your schools career center, this will help you gather information about current internship openings. Third step, scheduling an appointment with an advisor, this is very important because they can guide you on choosing the right internships based on your major and interests. Forth step, applying to the internship of your choice. Finally the fifth step, preparing for the interview by practicing on how to answer frequently asked questions and making sure that you go dressed appropriately for the position you are applying for.

How does the intern benefit?

During an internship the interns gain networking skills such as building relationships with management, other interns, and company employees. This is beneficial since these relationships can be used as recommendations for future employment. They can also advice you and help you to become successful within the company. In addition, interns gain knowledge about the company’s mission and vision. This helps them develop the skills needed to perform well, making them more competitive for the job position they want.

During the program interns have the advantage of demonstrating that they have what it takes to be part of the company. They can prove employers that they are the perfect candidate that can add value to their company.

Internships also help strengthen your resume. After completing the internship now you will have some job experience that can go on your resume. As an intern you developed network relationships that can serve as references. You have also developed skills during the internship that can be added to your resume.

Statistics

Ability Magazine states in it's article Internship + Mentoring= a Win-Win " surveys conducted by the National Association of
College and Employees (NACE) have indicated that employers drawn 40 percent of their new hires from their own internship programs" (Sember-Chase, E.,2014). This shows that internships do raise the chances of getting hired after completing the program. In addition over half of the internships that are available to college students are paid. “According to a National Association of Colleges and Employers survey of 20,000 graduating seniors from the class of 2011, 52.5 percent reported working internships during their college careers, of those, 52 percent were paid” (Moritz, 2012).

The survey of the 20,000 graduating seniors from the class of 2011 states, students that did not work on an internship did not have the same advantage of obtaining a job offer after graduating as the students that did work internships prior graduating. Lander, chief marketing office at Internships.com states “you have a 7 in 10 chance of being hired by the company you interned with” (Smith, 2012). This shows that internships are taken into consideration when employers make a decision to hire a potential candidate.

**How does the employer benefit?**

On the other hand, employers also benefit from providing internship programs and mentoring to students in many ways. For example, they can mold interns to become the type of workers they need and that will add value to their company or business. They can try out the interns before hiring them. In addition when employers give their current employees the opportunity to serve as mentors this increases their job satisfaction, “their productivity, and cultural competence” (Sember-Chase, E.,2014). Mentors train new interns to do the job as it is required by company guidelines. Company employees serve as mentors to interns with disabilities by guiding, training, and helping them develop skills that they need to perform in the workplace environment. This gives the employer an advantage to hire workers with disabilities. Hiring interns with disabilities help companies fulfill their diversity goals. Employers can “attend campus and community hiring fairs and events, posting internship positions on disability-specific online job boards, and forming relationships with local disability employment service providers, are other ways to conduct effective outreach to targeted student populations” (Sember-Chase, E.,2014).

In conclusion, internships can open doors to students that want to gain job experience, explore different careers, and even a job opportunity after graduating. There are many benefits that students and employers can gain from internships; it is a win-win situation for both. Internships give you the tools to become a great candidate. So take the time to follow the six simple steps to an internship and start the journey to your future dream job.
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