

# INTERNSHIPS: *EARLY & OFTEN*

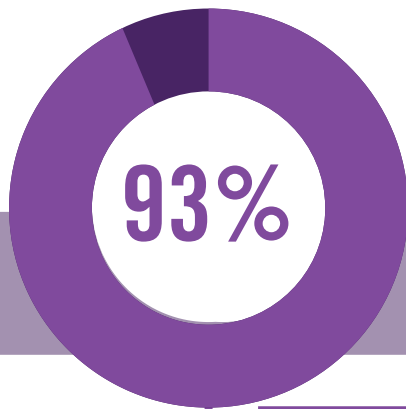
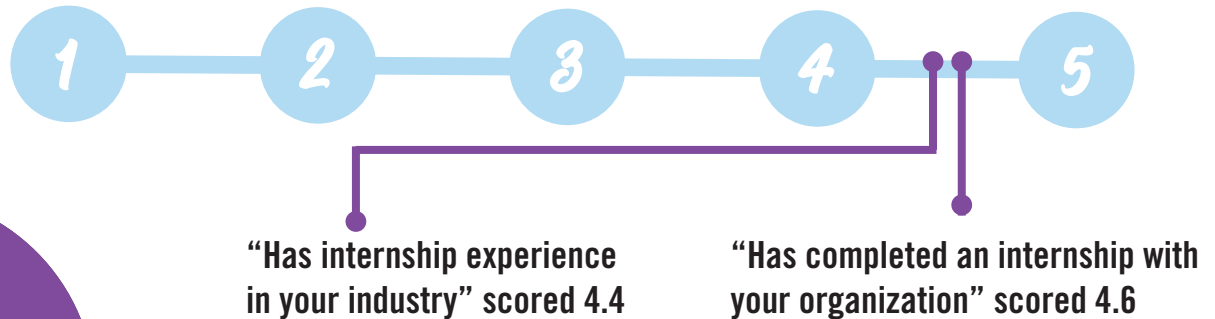


WEBER STATE  
UNIVERSITY

Career Services

Who gets the job when choosing between equally qualified candidates? *The intern.*

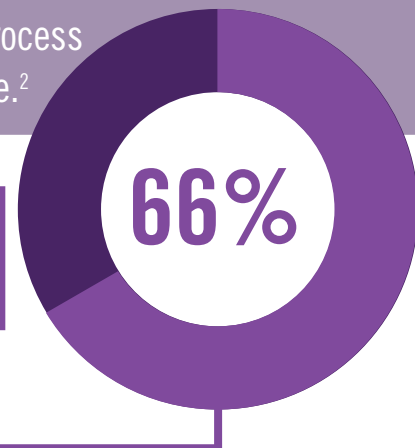
On a scale of 1-5, 1 being no influence in the hiring decision and 5 being extreme influence in the hiring decision...<sup>1</sup>



On average, employers begin the recruitment process for interns **EIGHT MONTHS** prior to the start date.<sup>2</sup>

...of hiring managers are more likely to hire a recent grad who had an internship or apprenticeship<sup>3</sup>

...of employers surveyed indicated that 2 or more internship experiences were necessary for employment consideration<sup>4</sup>



1 NACE Job Outlook Study, 2020 | 2 NACE Internship & Co-op Survey, 2020 | 3 Hart Research Associates, 2018 | 4 CERl Recruiting Research Brief 6, 2013

## *How does this apply to me?*

Internships are a great way for you to gain valuable experience, exercise existing skills, apply knowledge in your coursework and to gain new skills and knowledge. The **earlier** and **more often** you complete internships, the more likely you'll get the job!

