

Internships At Leeds: Employer Guide

The Journey

Nationally, nearly 91% of employers who responded to the National Association of Colleges and Employers (NACE) Job Outlook 2017 survey preferred that their candidates have work experience, and 65% of the total group indicated that they preferred their candidates to have relevant work experience.

As a result, 81% of Leeds undergraduates pursue one or more internships during their academic career. Of those internships, 88% are paid and 60% convert to full-time offers. And when it comes to placement, 2018 graduates with one or more internships were placed at a rate of nearly 95%; those with two or more internships were placed at a rate of approximately 97%.

A Leeds Internship Defined

A traditional internship is “any deep dive, independent, hands-on work experience occurring at any point during college accumulating a minimum of 120 work hours within a six consecutive month period,” as defined by the National Undergraduate Business Symposium (NUBS).

Internships are a vital aspect to the student learning journey, connecting classroom knowledge to real world application and dramatically increasing career readiness.

Taking it to the Next Level: High-Impact Internships

An internship that is considered high impact and in line with Leeds’ standards includes:

- A designated intern manager provided by the company
- Real world projects that align with students’ classroom learning
- A goal-setting meeting at the beginning of the period, regular feedback check-ins and an exit interview conducted by the employer
- Pay that reflects industry standards (\$12-15/hour for undergraduates, \$20+/hour for masters)
- Opportunities for personal discovery and cultural exploration, in order to identify fit within an organization

More industry best practices for internship programs can be found [here](#).

Fair Labor Standards Act

At Leeds, the vast majority of internships are paid, with undergraduate students earning between \$12-15/hour and graduate students earning \$20+/hour in compliance with FLSA laws. The US Department of Labor fact sheet regarding internship programs under the Fair Labor Standards Act can be found [here](#).

Career Impact

The Leeds School of Business prepares students today to become the business leaders of tomorrow. Students have access to internationally-distinguished faculty and the flexibility to customize their program to support personal and professional goals, while benefiting from strong corporate partnerships that connect them with industry networks and career opportunities. The Leeds Career Development office partners with over 2,000 companies who are seeking talent for internships and jobs.