



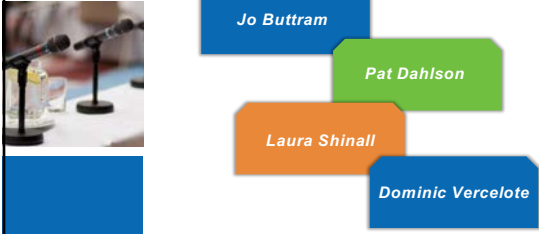
What's in it for the intern?



- Learn
- Skills & Training
- Growth & Development
- Mentoring & Networking
- Hands-on work experience

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panel



Jo Buttram

Pat Dahlson

Laura Shinall

Dominic Vercelote

"Internships are opportunities, not additional work."

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Manage an Internship Program

Program Manager	Intern Supervisor
<ul style="list-style-type: none"> ✓ Development ✓ Implementation ✓ Coordination ✓ Oversight 	<ul style="list-style-type: none"> ✓ Lead ✓ Coach ✓ Train ✓ Evaluate performance

"Ideally the Supervisor takes on a coaching role, providing guidance, support and training."

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Identify meaningful work



*"Somewhere between making copies and critical decision making is **the real learning experience.**"*

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Identify meaningful work

"We never give interns anything we wouldn't do ourselves."

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Identify meaningful work

"Develop your intern through real work experience and genuine projects."

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Jo Buttram
Pat Dahlson
Laura Shinall
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"Internships are opportunities to show college kids the floral industry is a place to have a career."

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Meet today's interns

Silent 1933 - 1945	Boomers 1946 - 1964	Gen X 1965 - 1979	Millennials 1980 - 1996	Gen Z 1997 >
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"The generations at work – not better, not worse – just different."

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Millennials
1980 – '96

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Millennials

confident Diverse & inclusive
Informal Issue-oriented
Hard working, high expectations
peer-oriented
Accomplishment & achievement oriented

tech-savvy Most educated
Coddled, cocooned, chauffeured

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Gen Z
1997 >

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Gen Z


Collaborative
Positive
resourceful
curious
life hacking

hyperconnected
Social media natives
Zoom, pinch and swipe

Activists
Plurals
diverse
entrepreneurial

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Jo Buttram
Pat Dahlson
Laura Shinall
Dominic Vercelote

"ph."

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Source interns




Relationships
Networks
Associations

"Finding interns is easier than you think. Colleges and Universities are crying out for partners."

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The Application



- ✓ Application
- ✓ Personal statement
- ✓ Letters of recommendation
- ✓ College transcript

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Interview Interns



"Candidates who arrive prepared and ask questions are more likely to be interested in your internship opportunity."

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Interview Interns




Give me a specific example of a time when you...

Describe a situation in which you were able to...

Tell me about a recent challenge that you...

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Offer & Onboard



**Onboarding begins...
...with the offer**

"It is a very different experience to be treated like someone who has been brought in to do odd jobs versus someone who is a valuable member of the team."

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Onboard & Orient



- The “unwritten” rules
- Social links
- Job description
- Key events

“Stay connected!”

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Onboard & Orient



- ✓ Meet, Greet and Eat
- ✓ Company Overview
- ✓ Who’s Who
- ✓ Acronym Dictionary
- ✓ Facility Tour

“Make the first day great!”

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Onboard & Orient

Employees make the intern feel welcome:


- Say hello
- Initiate an introduction
- Answer questions
- Extend an invite to coffee or lunch



“Interns are not here to take employees’ jobs.”

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- Jo Buttram
- Pat Dahlson
- Laura Shinall
- Dominic Vercelote

“Hiring an intern is a richly rewarding experience!”

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Coach & Engage



- Goals and Expectations
- Roles and Responsibilities
- Learning Objectives
- Feedback
- Performance Evaluation

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Coach & Engage



Feedback ←

Coach forward →

“a focus on learning is the defining characteristic of an internship.”

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Internships that Deliver



- “extra credit” assignment
- challenging, stimulating work
- long-term project
- training and development
- frequent feedback
- executives sharing stories
- senior level sponsors
- Intern buddies

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Celebrate!



And Wrap it Up Right!

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panel



- Jo Buttram
- Pat Dahlson
- Laura Shinall
- Dominic Vercelote

“Internship programs that deliver include all the elements: real-world learning, mentoring, networking, training and challenge.”

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Thank you!

The AFE Business Internship Employer Resource Guide helps ensure the internship program benefits you, your company and your intern.

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