



What is an Internship?

NACE (National Association of Colleges and Employers) defines an internship as a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional workplace setting (across in-person, remote, or hybrid modalities). Internships provide students the opportunity to gain valuable applied experience, develop social capital, explore career fields, and make connections in professional fields. In addition, internships serve as a significant recruiting mechanism for employers, providing them with the opportunity to guide and evaluate potential candidates.



Why Hire a GSB Intern?

- **Invest in the Future of Business:** Hiring a GSB intern is an investment in shaping the next generation of business professionals, equipping them with real-world experience to complement their academic foundation.
- **Build a Strong Talent Pipeline:** Internships offer significant advantages by allowing employers to develop long-term relationships with skilled, motivated students while evaluating potential future employees.
- **Fuel Innovation and Fresh Perspectives:** Bring new energy to your organization with interns who offer innovative ideas, unique insights, and a passion for learning while gaining career-building experiences.

STEPS TO GET STARTED

Already Have an Internship Program?

Here's How GSB Students Fit In

Grossman School of Business (GSB) students bring expertise in accounting, finance, marketing, and analytics, making them valuable additions to your team.

Building a Talent Pipeline with GSB Interns:

Exclusive Pathways & Alumni Referrals: Employers can prioritize GSB students for internship opportunities, leveraging their readiness and expertise. Alumni can also play a pivotal role by referring qualified students for positions within their organizations.

Engage Early and Often: Build a robust talent pipeline by consistently connecting with GSB students through events, workshops, and information sessions. Regular engagement helps you identify and nurture top talent as they progress in their academic and professional journeys.

Reaching GSB Students

Boost your internship visibility with GSB students

Post on Handshake: Share your positions directly on Handshake, and let us know if you'd like us to highlight them to our students.

Amplify Your Reach:

Share postings with Katy Reed (katy.reed@uvm.edu) to feature them in:

- Opportunity alert emails
- Bi-weekly student newsletters
- Faculty and staff communications

Expand Your Impact: In addition to traditional recruiting opportunities like career fairs, tabling sessions, and information sessions, GSB offers other great ways to connect with students, such as mentoring programs, mock interviews, and participation in our annual career events. These initiatives allow you to build meaningful connections with our students and contribute to their professional development.

Not Sure Where to Get Started with Hosting Interns?

We're Here to Support You!

If you're uncertain about how to launch or expand your internship program, we're here to offer guidance. Reach out to us for a conversations on the following:

Consultative Support: We're here to share insights on what students are seeking in an internship, as well as their skills and academic interests, to help you tailor your program effectively.

Design Meaningful Experiences: We can provide examples of internship tasks and roles that may align with both your organization's goals and the student's learning objectives, ensuring a mutually valuable experience.

Ongoing Feedback: We offer ongoing support, gathering feedback on the student's experience while also addressing preparedness to help enhance future programs.





University of Vermont

Grossman School of Business

FREQUENTLY ASKED QUESTIONS ABOUT INTERNSHIPS:

DO I HAVE TO POST ON HANDSHAKE?

We highly recommend it! As an employer this is your one stop shop to post openings, view students profiles, and register for career fairs. If you need help getting on the platform please don't hesitate to contact us. If it doesn't sound like a good fit, we can discuss about other options.

SHOULD I PAY THE INTERNS?

US Department of Labor ([Fact Sheet #71](#)) requires that interns must be paid minimum wage unless the intern is determined to be the "primary beneficiary" of the intern-employer relationship.

Vermont State minimum wage: \$14.01/hr as of Jan 1, 2025.

UVM envisions internships as mutually beneficial and therefore urges all employers to fairly compensate their interns. However, if you are deeply invested in provide a rich learning experience for your intern with robust mentorship and low expectations of what they intern will provide to your workplace in return, then you may consider offering an unpaid internship. If you have questions about the Department of Labor's guidance, we recommend you consult your attorney.

HOW LONG IS AN INTERNSHIP & WHEN SHOULD I POST?

Internships typically last 12-15 weeks, with students working:

- 6-15 hours per week during the school year
- Up to 40 hours per week in the summer

For the strongest applicant pool, we recommend posting internships 6 months before the desired start date:

- Fall internships: Post by May
- Spring internships: Post by October
- Summer internships: Post by January

However, **students are always on the lookout for their next professional experience**, so don't feel restricted by these timelines—posting at any time can still attract great candidates.

WHAT IF I JUST NEED HELP WITH A PROJECT?

Micro-Interns are short-term paid projects (typically ranging from 5-40 hours). They allow you to hire the right talent for the project you need with minimal commitment. Our program host (Parker-Dewey) manages the details so you only have to manage the project.

CAN THE STUDENT EARN CREDIT FOR THE INTERNSHIP?

Yes, Grossman School of Business students can earn up to 6 elective credit hours for internships, with a 3-credit limit per semester. Employers should provide a clear job description to help students create learning objectives, assign a supervisor who supports the process, and complete midterm and final evaluations of the intern's performance. Students must also enroll in the BUS 2991 internship course and complete the required work hours (45 hours = 1 credit) to receive credit.

Internship Insights: What Students Are Saying

Throughout my internship at BETA, I have learned critical skills necessary to the Data Engineering process. My role has focused on extracting the necessary data for a project, transforming it from its raw structure, and loading it into a database so we can further visualize our results. This internship has been such a great experience, and I can't wait to continue learning from the incredibly smart team I am surrounded by!

-SIMON FLAHERTY '25, BETA TECHNOLOGIES



My internship was a transformative experience that enhanced my analytical, communication, and task management skills. I worked on projects that deepened my understanding of investment strategies while also building strong client relationship skills. The opportunity to apply concepts from my coursework to real-world scenarios allowed me to grow both personally and professionally.

Overall, this experience not only sharpened my skill set but also clarified my career goals, helping me understand what I enjoy and where my strengths lie. I feel better prepared and more confident as I move forward in the financial industry.

-SOPHIE RAINVILLE '25, MORGAN STANLEY

