

# Manifesto for Internships.

**Internships for UTS students can be as great as all of us want to make them.**

Experiencing an internship is one of the best ways to meet the challenge of getting job-ready when you spend most of your degree in a university, not a workplace.

To create great internships, all of us — students, employers and university staff — need to work together to get results that we can all enjoy.

We all have  
a shared  
responsibility  
to create  
great  
internship  
experiences.



## As Students

**We need to feel confident enough to start our internships.**

Internships are our first real taste of what our profession will be like, so we need to feel ready for them and be clear on what's expected of us.

**We're eager to build our confidence, skills and connections through our internships.**

Nobody's ever 100% ready — you have to just do it. Internships are the experience we need to help us get ready for our longer-term career, and a way to take our future into our own hands.

**We can make a difference through our internships.**

We become interns because it's also a satisfying way of contributing to our field in a concrete way, early in our careers! It's not just theory anymore.



## As Employers

**We become more dynamic organisations by offering internships.**

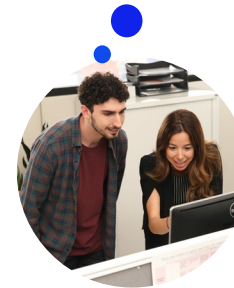
We welcome the energy, curiosity and effort that interns bring to our workplaces. We get more done and are more vibrant because of them.

**We make a big contribution to the education and professional development of interns.**

We're not educators, but being an intern is educational. The tasks and the constructive feedback we give interns help their personal and professional growth.

**We want interns that will be a good fit for our workplace, and this can mean many things.**

We want interns contributing to our organisation in a meaningful way, to be adaptable and eager to learn. We also know that internships are a collaborative experience between students and employers, and want to have mutual respect for each new opportunity.



## As University Staff

**Our role in preparing students for the world comes to life in internships.**

We help students via the disciplines we teach, our support for their job-readiness and well roundedness as people, and the opportunities we broker. These things are all reflected in a great internship.

**Our students' safety and growth, no matter where they are, is what we value the most.**

Whether we're teachers, admin staff or program providers, our duty of care also covers the interactions they have in workplaces.

**We love that internships keep our university closer to the real world.**

Because they involve close contact with real workplaces, internships are a great way to ensure that our institution is grounded in concrete experiences.



# How do we make internships great?

## 1. Clear the runway.

There should be as few barriers as possible to jump over for anyone (a student, an employer, a faculty member or UTS:Careers staff) to get from zero to 'live internship'.

It doesn't matter if you're creating a course, applying for an internship, approving one or recruiting for one.

## 2. Students should feel as prepared as they can be.

We enable this by making the following things work together:

- Clear information from faculties, UTS:Careers and peers about different internships, what's expected of them, and their rights.
- Alignment between the course requirements and the internship type and location.
- Courses and work-readiness programs working closely together to achieve a clear picture of career futures.

## 3. Everyone finds the quickest path to constructive feedback.

Everyone's confidence is boosted when we get feedback in a timely manner, so mechanisms for this are vital.

Interns benefit from regular, brief feedback sessions from their managers, rather than constant surveillance or micro-management. They also need to reflect on their experiences.

Great employers will benefit from student feedback and build their reputations.

## 4. Consistency. Not uniformity or fragmentation.

Students, employers and courses are all different. Making internships easy and awesome to arrange and administer doesn't mean making everything the same.

With internship types, procedures and requirements, we start from a common core, and vary where necessary in letter according to the spirit of our agreed principles.

## 5. Interns come with a manual.

Not because they're 'hard to use', but because people managing interns can always benefit from guidance, and should know what the do's and don'ts are.

## 6. Give choices, just not too many.

Employers and students need choices around the size and type etc of internships. For example, don't give people a binary choice between tiny and extreme sizes. Instead, we all need a sane number of choices.

## 7. Allow people to fix most problems using their own initiative.

There are so many people. The front-line is everywhere in the internship ecosystem.

Students, people who answer the phones, or manage interns in a workplace — all these players should know the basic principles of how internships work.

## 8. Everyone commits to meaningful experiences that help us all grow.

Interns aren't here to make coffee. Internships are about putting theory into practice. We should all ensure that internship placements fulfill this fundamental purpose.



Make  
it so.

• [interns.uts.edu.au](https://interns.uts.edu.au) •