

DID YOU KNOW??

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THINGS TO THINK ABOUT WHEN HIRING STUDENTS OR INTERNS THIS SUMMER

As we approach the summer break, college students will start hunting for summer jobs or internship opportunities to help them gain relevant work experience. This provides a great opportunity for the employers. College students often bring enthusiasm, curiosity, and coachability that can be infectious and improve the morale in the whole workplace. Have a plan for the summer which holds them to a high standard and allows them to take their work seriously.

In the past, it was common to try to hire students for the summer at minimum wage. While it's still possible to do this in some circumstances, it may not be worth it for several reasons. For one, it's harder to hold your students to a high standard and have them take their work seriously, if they're not being paid well. Even though some summer hires are only temporary employees, you should screen and interview them as vigorously as you would if you were hiring a full-time permanent employee. You will greatly increase your chances of benefiting from the hire, and this also gives

college students valuable real-world experience that will help them prepare for the job market after college.



Give them a warm welcome and have a detailed plan with goals you would like them to accomplish. Having one single contact to report to will help them navigate through the whole experience.

If you're hiring more than one student, consider creating an opportunity for them to get to know one another and their supervisors prior to their

first day. When your interns start work, send out an email to the whole office to introduce them and encourage the staff to greet them and provide help when possible.

Communicate expectations and give them plenty of feedback both on job performance and acclimating to office culture.

For more information on this topic contact Howard@reitmanpersonnel.com.