



SPOKANE WORKFORCE COUNCIL

Skilled employees ♦ Thriving businesses ♦ Strong community

April is National Internship Awareness Month

In today's tight labor market, companies need smart workforce strategies to maintain a competitive edge and retain employees, and studies show internships can contribute to a company's bottom line. The National Association of Colleges and Employers' (NACE) [2017 Internship and Co-op Survey](#) reported that at the one-year mark:

- The retention rate for hires who had an internship with the hiring organization was 65.5%.
- The rate for hires who had other internship experiences was 52%.
- For hires with no internship experience, the retention rate was only 46.2%.

[Employee Benefit News \(EBN\)](#) reports it costs employers 33% of a worker's annual salary to hire a replacement when that worker leaves. That's about \$15,000 per person for an employee earning a median annual salary of \$45,000, according to the Work Institute's [2017 Retention Report](#).

A Convenient, Web-Based Platform

Over and over we hear from local businesses that they want to hire interns, but are either concerned about compliance with rules and regulations or don't have human resources capacity to design a program from scratch. In response to this local business need, the Spokane Workforce Council is excited to launch an interactive Internship Guide, created to help your business develop its own talent pipeline. The goal of the guide is to make placing an intern as simple as possible and can help your business either create a new, high-quality program or improve an existing internship model.



INTERNSHIP GUIDE
SPOKANE WORKFORCE COUNCIL

The Internship Guide offers guidance regarding best practices on

internship selection and management, access to laws and policies, and tracking systems to establish and manage your internship program. The toolkit also includes:



- The "why" to start an internship program
- Intern recruitment & on-boarding strategies
- Time sheets and other project trackers
- Special project assignments
- Standardized forms for exit surveys

...and more!

[Explore the tool and register your business here](#)

Summer Internship Initiative - \$10,000 Award Package

Use our tool, and you could win an award package worth \$10,000 for being the *Best Business For Interns!*

Every intern brought on using our Internship Guide during the spring and summer of 2019 will have the opportunity to nominate their host business by completing a brief survey at the completion of their internship. The business voted the best place to work by their intern(s) will be awarded a prize package.

The \$10,000 award package includes:

- Honored at a variety of SWC, City of Spokane, and Spokane County events
- Honorary gold-level sponsorship at two 2020 events: the Next Gen Job Fair (attended by approximately 300 young adult job seekers and 50 businesses annually) and the KHQ/WorkSource Job Fair (attended by approximately 1,500 job seekers and 112 businesses annually)
- Large "thank-you" ad in Spokane's Journal of Business
- Honorary Joseph Gift donation in business's name
- Honorary Career Explore NW video featuring your business (video to air on KSPS in 2019-2020)



"The internship toolkit would have made my life so much easier if we had it when I started our intern program. I encourage businesses to embrace the process, tools and support you will receive from Spokane WorkSource Staff."

– Machel Johnson
Vice President of Human Resources,
Pearson Packaging

SWC News

New Website Launched

The SWC recently launched a new website with better accessibility tools and more up-to-date information about the initiatives and investments we are working on in the community. Visit us now at www.spokaneworkforce.org

US Conference of Mayors

Our CEO Mark Mattke recently began his term as the president of the US Conference of Mayors Workforce Development Council. This group is comprised of workforce leaders from urban areas across the country who help shape national policy and craft innovative approaches to build strong and effective local workforce systems.