



ClarkCONNECT Internship FAQs

As alumni, family, and friends, you have a unique connection to Clark, and a distinct advantage to support and inform student career preparation and success.

How can I help Clark students get hired?

- **Post a position** on the [ClarkCONNECT](#) platform and be a resource for students by answering questions about your experience, reviewing a resume, or helping students prepare for an interview.
- **Create an internship** or arrange for one specifically for a Clark student.
- **Be an advocate** by actively facilitating a Clark student resume through a host organization by answering the question, "Why hire a Clarkie," or by connecting a student to someone with hiring authority.

How do I answer the question, "Why hire a Clarkie"?

Clarkies will bring your organization an eagerness to tackle projects and solve problems. Through Clark's rigorous liberal arts curriculum combined with experiential learning opportunities, Clarkies have:

- Strong research and analytical skills
- Effective oral and written communication skills
- Demonstrated leadership ability

Our students are diverse, multidisciplinary, and passionate, enabling them to thrive as problem solvers, communicators, and collaborators in your organization. With 33+ majors, 15+ master's degree programs, 9 certificate programs, and 9 Ph.D. programs, Clark students are professionally prepared to thrive in diverse roles.

How do I post an opportunity on ClarkCONNECT?

Get started by joining [ClarkCONNECT](#). You can create an account using your LinkedIn, Facebook, or email.

- Create a profile
 - Select alumna/alumnus or family/friend as your user type.
 - Follow the steps to fill in your profile information. HINT: Add a photo to make your profile stand out!
- Post an opportunity
 - Click the post a job button.
 - Follow the steps to fill in information about the opportunity.

What types of opportunities are valuable for Clark Students?

- **Internships** offer challenging and engaging work experiences that enable students to gain knowledge and skills within an organization, industry, or functional area that reflects the student's academic and professional interests.
- **Early career positions**, full time or part-time, can be posted to the ClarkCONNECT platform for graduating seniors and recent alumni of Clark University.



- **Job shadowing** is a work experience option where students learn about a job by walking through the workday as a shadow to a competent worker. The job shadowing experience is a temporary, unpaid exposure to the workplace in a professional area of interest to the student.

For more help in developing or offering any of these opportunities, contact Rosie Gallant, Director of Employer Engagement, rogallant@clarku.edu

Do I need to be the hiring manager to share an opportunity on ClarkCONNECT?

No, you don't have to be the hiring manager. Oftentimes, alumni post opportunities on behalf of their employers, or connect with HR / University Relations / Recruiting staff at their organization to learn of current internship and job postings.

How do internships benefit my place of employment?

- Interns can support temporary, seasonal, or busy positions and projects.
- Interns are a source of potential future employees.
- Students bring new ideas, skills, and points of view to old and new problems.
- Hiring interns can increase the visibility of your company on campus.

How do I create an internship?

Many local, regional, and even national employers do not have formal internship programs, but can offer internship opportunities that meet the criteria and guidelines developed by [NACE \(National Association for Colleges and Employers\)](#), the [U.S. Department of Labor](#), and [Clark University](#).

How long are internships?

Typically, internships last 8 to 12 weeks and run on the same timeline as semesters: fall (September through December), spring (January through May) and summer (June through August); however, your internship program can be customized to fit your needs. For example, if you have a two-month project that calls for additional help, search for students who want to work in that timeline.

Do I have to compensate an intern?

We strongly suggest that you compensate interns to benefit your organization and the student intern. Paid internships typically receive more applications than unpaid internship postings. For more information about what qualifies as a paid vs. unpaid internship, check this [Department of Labor's Fact Sheet](#) on unpaid / paid Internships. Internships at for-profit organizations should be consistent with the six criteria for internships defined by the [Fair Labor Standard Act](#).

Do I have to provide health care for interns?

No, most students are covered by their parents' or guardians' health care plans, or they obtain coverage through their school.