

BUILDING TALENT PIPELINES.



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Agenda

1. What are internships and types of interns.
2. Why internships are effective?
3. Recruiting top intern candidates.
4. Essential onboarding materials for intern success.
5. Best Practices for managing intern progress



What are internships?

- Short-term, structured work experiences.
- Focused on learning and development.
- Bridge between education and employment.

Types of Internships



High School Interns

Exploring various career paths. This individual may be deciding, where they want their career path to go. They are looking for structure and the development of their basic information and skills.



College/Technical school Interns

Gaining work experience to match their educational experience. This individual may have already decided to pursue a direction, and they are looking to bridge the gap. They are a great asset around innovation.



Adult Learners/Career-Changers

Ended their main career and are looking for a short-term challenge to stay sharp in the field. Others may be looking to make a shift to a new industry. They come with a great deal of expertise.

Real-World Challenges

Skills gap in manufacturing

- Deloitte and the Manufacturing Institute estimate the U.S. could face **2.1 million unfilled manufacturing jobs by 2030**, potentially costing the economy **\$1 trillion**

Competition for top talent

- **77% of manufacturers** report difficulties in both attracting and retaining qualified workers

Workforce aging out

- In precision manufacturing specifically, more than **2.7 million Baby Boomers are expected to retire by 2030**, taking with them decades worth of skills and institutional knowledge



Recruiting Top Talent

Partner with local schools, colleges, and trade programs

- Get to know your community organizations

Attend job fairs and campus events

- Students do not know what they do not know. Educate them how important an internship now, will be for them in the future.

Post on career services boards & LinkedIn

- Meet the interns where they are.

Offer competitive pay, projects with impact.

- **90% of employees would accept lower pay** for the sake of meaningful work. (BBC)

Leverage past interns as ambassadors

- According to a large-scale hiring platform, **referred candidates accounted for 30% of hires.** (Wall Street Journal)





Interviewing & Selection

Focus on potential, not just experience.

- Most will not have working experience.
- Use behavioral questions: “Tell me about a time...”

Assess communication, curiosity, initiative

- Brainstorm skills that are difficult to train.

Consider culture fit and learning style

- Manufacturing is a unique environment, ensure there is a good fit.



Onboarding Essentials

Basics

- Welcome packet & orientation schedule
- Clear expectations, goals, and success measures
- Introduce team, mentor/buddy system
- Safety training
- Provide tools, access, and a workspace

Intern Specific

- Professionalism training
- Culture expectations
- Scheduling of meet and greets, training
- Buddy who has prior intern experience
- Manufacturing specific safety emphasis.
- Many training and developmental opportunities

Managing Progress

Set milestones and check-ins

- Clear deliverables and Tasks
- Stay interviews and early check-ins
- Provide feedback early and often

Include in team meetings & projects

- Leadership meetings

Encourage questions and exploration

- Q and A Sessions
- Scavenger hunt
- Shadow opportunities

Conduct midpoint and final evaluations

- Opportunities to share growth and learnings



Best Practices for Intern Success



Assign meaningful work



Recognize Contributions



Facilitate Networking



Encourage reflection and growth



Ask for intern feedback

Long-term Benefits

Between 50% and 66% of interns convert to full-time roles:

- Track high performing interns and invite them back for future roles.
- Expand transfer of knowledge.
- Share success stories internally for referrals.
- Encourage interns to spread the word about your program.





Next Steps: Start or Enhance Your Program

- Evaluate current/future talent needs
- Identify potential internship roles
- Connect with education partners
- Create a structured internship plan
- Start small and scale up

Thank You!

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