

## *Internships: A New Virtual Reality*

Now more than ever might be the right time to consider hiring an intern. There's no need to worry where the intern will sit, schedules will be flexible, and the intern likely will develop a quick proficiency with all of those communication platforms. What else do you need to consider? Here are some must haves:

- Clearly defined expectations; a written work plan with projects and timelines
- Designated supervisor with a background in the student's field of study or professional interest
- Tech/tools needed for the job and everything in working order; [free] training provided
- Time (and identified person or people) for mentoring and questions
- Projects that complement/help student achieve learning objectives
- Other team members engaged in the process; a sense of professional/organizational culture incorporated through team meetings, training sessions, etc.
- Evaluation/feedback
- Compensation

We don't know how long this virtual situation will be our reality, but while it is, our students still are eager to learn and gain professional experience. By hiring our interns, you still are branding your company with Towson University students and future graduates. It's a virtual win-win.



**Career  
Center**