

# RESEARCH INSIGHTS

## IS YOUR ORGANIZATION IN NEED OF VALUE? TRY INTERNS!

by David Rich

You don't have to pay much attention to the news to know that it's getting harder and harder for college graduates to find jobs these days. The current economic climate, along with an increasing need for specialization, has made it difficult for many of those who simply have a college degree to find work in their field.

At the same time, many firms have open positions that are unfilled because of the lack of qualified candidates. These firms often tend to promote internal candidates to these positions, but finding the time to train employees who are already performing valuable functions is difficult, particularly if there is no one ready to move up and take their place.

In our experience, offering internships can provide a wonderful solution to both of these problems.

Our firm has benefitted greatly by opening its doors to interns and recent graduates from our local universities. Interns have brought us new technology, new approaches, and fresh thinking to various aspects of our organization. We've never regretted the decision to bring in an intern.

Some of our previous interns have turned in to valuable employees. Our current Research Director started with us as an intern, and he brought so many new skills to the table that he helped our firm to branch out in new and exciting ways. (For example, this very newsletter is the result of his editorial background and journalistic experience!)



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In the 28 years we've been in business, many other interns have come through our doors, and all of them have moved on to have impressive careers.

These are difficult times for someone trying to break into almost any field. Even an accomplished leader or a Fortune 500 CEO had to start out somewhere. We have all been blessed by someone's kindness and willingness to give us a chance to show what we can do, what we can learn, and how we can grow. For many, a career began with an internship.

It is true that the world does not "owe" anyone a guest pass to easy street, but today's young (and maybe not-so-young) entry level candidates are not asking for an easy way in - they just want a learner's permit.

Take stock of your organization and make room for someone who will be extremely grateful for the opportunity you can offer. The cost is low, the supervisory involvement is rewarding (for both the giver and the receiver), and you will be pleasantly surprised at the gifts and talents your interns offer. What's more, you will provide hope to a person just entering the workforce who might otherwise have few opportunities to prove his or her worth. **RPR**