



Internship Hosting: Frequently Asked Questions

To ensure all student parents have the opportunities to succeed and experience economic mobility, [Generation Hope](#) engages education and policy partners to drive systemic change and provides direct support to teen parents in college as well as their children through holistic, two-generation programming.

Can you tell me more about Generation Hope Scholars?

Generation Hope Scholars are driven young parents enrolled in associate's and bachelor's degree programs at non-for-profit higher education institutions across DC, Maryland, and northern Virginia. Scholars and alumni have diverse college majors and career interests, but the most popular majors are within healthcare, education, business, and criminal justice, among others. Further, 80% of Generation Hope Scholars are concurrently working and have experience in at least entry-level positions.

Why are internship opportunities so important for your Scholars?

Despite student parents having more work experience and higher grades than their non-parenting peers, securing accessible internships remains difficult. The National Association of Colleges and Employers' (NACE) 2021 Student Survey highlighted the disparities in internship access, finding that students belonging to historically oppressed communities continue to be underrepresented in paid internship opportunities, which are often the ["entry point to the job market."](#) Further, our 2020 Student-Parent Report revealed that over one-third of parenting college students find it "difficult" or "very difficult" to pursue career opportunities on their respective campuses. In response to an inequitable internship landscape, we have identified access to internships as a key focal point in Generation Hope's career development work.

My company/organization does not have an established internship program. Can we still participate?

Absolutely! Generation Hope staff will work closely with you to curate an opportunity for an eligible Scholar. We will also work with you throughout the hiring process, and be as involved as you would prefer. For example, in the past we have processed internship applications internally and presented finalist applications to an organization/company to make the final selection. We also work with hosts who already have an active internship program.

Interested in learning more about recommended internship best practices? We've found [this resource](#) from the National Association of Colleges and Employers to be helpful.

Knowing that internship accessibility can be an obstacle for Scholars, what does an ideal internship look like?

We strive to ensure that the qualified intern is contributing meaningfully to the host organization and that our Scholars have the opportunity to develop their professional skills, network in their field of interest, and potentially grow in the company/organization. While there are no strict requirements for what an internship could look like, our Scholars, in the 2021-2022 Annual Scholar Survey, indicated that the following internship characteristics would make a career opportunity more accessible for them: compensation, flexible scheduling, and a virtual (or hybrid) modality. While we know not all internships can accommodate these factors, we do strive to ensure any curated internship roles reflect the needs of our potential interns.

In terms of other factors, our internships vary in duration, with the average internship being about 8 weeks. That being said, we have Scholars who would be very interested in micro-internships, or project-based opportunities, and we have had interns extend their internships to last over 6 months. While internships tend to be a mix of part-time and full-time roles, the average number of hours an

intern works is usually between 15-20 per week. Additionally, while most internships will occur in the summer months, we are also looking to work with internship hosts who have school-year needs, as well. And, finally, while Generation Hope will provide career coaching to the Scholar intern throughout the internship, we highly recommend that hosts incorporate mentorship - or mentorship conversations (e.g., informational interviews, job shadowing opportunities, staff connections, etc.) - into their supervisory model.

When do you typically place Scholar interns?

The bulk of our interns will be placed during the summer months, but we are also working diligently with our Scholars and partners to ensure school-year placements, as well. If intending to host a summer intern, we ask that interns are selected by late April, if possible.

How will Generation Hope support both the Scholar and internship host?

To ensure that internships are mutually beneficial for both the internship host and the Scholar, Generation Hope staff will be a resource for both parties throughout the duration of the internship. Interns will have the ongoing support of Generation Hope's career-readiness staff, including pre-internship professional development training and ongoing individualized coaching. Generation Hope staff will also support the internship host across: internship development (if needed), recruitment, hiring (if needed), and check-ins throughout the internship to solicit feedback on the intern and the overall experience. Further, all interns and internship supervisors will be invited to an end of internship celebration, where attendees can celebrate their internship experiences!

Is it guaranteed that I'll have a Scholar intern?

While nearly all of our internship postings have resulted in both Scholar applications and placements, we cannot guarantee a placement for every interested party. That being said, we will work very hard to share the opportunity with our eligible Scholars and support them through the application process.

Interested in learning more about hosting a Generation Hope intern?

Please reach out to Sanah Jivani, the Career and Alumni Services Manager, at sanah@generationhope.org

Learn more about [Generation Hope](#), and connect with us on [Facebook](#), [Instagram](#), and [Twitter](#).