



INTERNSHIP PROGRAM BUSINESS OVERVIEW



Why you should sponsor an intern:

The C-Legs Program should be a fit for you if you need summer help from a motivated, competent and young professional; have employed interns that seemed to take all summer to get productive and then leave for college just as you begin to see the value from their contribution; and/or are reluctant to hire someone based on previous experience with interns that were unprepared, unqualified, or poorly motivated.

Why C-Leg interns are unlike others you have had:

Our interns are young leaders who are attempting to live an integrated life in college, living for themselves and for others. Each intern is selected for this program based on a series of applications, interviews, academic performance, and record of a service dedication. We train, motivate, manage, and develop them from August through April so when they arrive in May they are prepared to be an impact player on Day 1.



PROGRAM OVERVIEW: We provide participating companies with a paid summer intern (\$15-\$20/hour) who performs duties in areas such as sales support, marketing, finance, operations, accounting, QA, software development, and business administration. The personnel administering this program and the participating mentors are volunteers.



BECOMING A PARTICIPATING COMPANY: The first step is to complete a one page application that captures company background and specifics on a potential internship role.



ROLE DESCRIPTIONS: Sponsoring businesses provide a one-page write up on the role that describes what they will do, where, and how and skills/competencies needed to do it.



MATCHING INTERNS TO POSITIONS: We match with our pool of interns to these role description documents. Prospective interns send a personal video, cover letter with resume, and a comprehensive LinkedIn profile to their assigned business.



INTERVIEWING YOUR CANDIDATES: Interns typically do a face-to-face interview in January. Following the interview and review of their background, the company reaches a hire/no hire decision.



TRAINING THE INTERNS: Interns are trained during each spring via remote webinars on a series of topics such as business communications, how to be a productive employee, and persuading a professional audience.



MENTORS: Each intern is mentored one-on-one by a business professional who donates their time in the prep period and throughout the summer while the intern is working at the sponsoring business. Once hired, the mentor will accelerate an intern's orientation by clarifying tasks and accentuating any on-the-job training.



PREPARING FOR YOUR INTERN: Our goal is that the intern learns as much as possible on their own time before they arrive ready for work. To accomplish this, we work with the businesses to inventory potential summer projects, and help them identify materials about the company, its mission, customers, market, value proposition for the intern to consume. Many businesses also set up interns ahead of time with system access and allow them to consume company-specific training.



SUMMER SEMINAR SERIES: Interns participate in series of evening courses designed to address how to excel the workplace. Business leaders present on topics such as Business Ethics, Living Within your Means, and Diversity. Each event is usually hosted by one of the participating companies who presents their business to 20+ interns and attracts some of these interns as future employees.

Help enable the Next Generation of Leaders for Success by becoming a Participating company. Contact Mike Drapeau to get started:

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