

Why are HSEQ internships a good idea for hiring companies?

- You can try before you hire a new graduate
- They give you access to Graduate talent and new ideas from the brightest minds
- An intern can enhance a project or assist with a new initiative
- You are not tied into an on-going employee relationship
- They can enhance the HSEQ team and can be morale boosting
- They can test the management & mentoring skills of your team
- You will assist in the career development of an essential resource for UK industry

What makes a good internship placement?

- Planning and careful consideration of the intern person and task specification- know what you want
- A meaningful and well organized project or task to complete-a planned project is measurable
- Clearly set goals, review and feedback during the project
- A mentor or buddy assigned to oversee the Intern-assists with settling in
- Flexibility, on both sides of the arrangement; i.e. Time for interviews if the Intern is still job-seeking
- Living expenses or a living wage to be paid to the Intern
- Interns must be used within hiring companies, not externally in Consultancy or Fee Earning Capacity
- Interviewing and a fair selection process
- Consider a fair internship policy or code of good practice, there must be a distinct value to all involved