BENEFITS OF INTERNSHIP PROGRAMS FOR UTILITIES

We encourage you to energize your water or wastewater utility with a new or expanded internship program. This powerful tool can enhance your utility team and allow you to accomplish your immediate and long-term objectives. Key internship program benefits include:

**REDUCE COSTS**
- Intern pay rates are generally much lower than your full-time employees receive
- Interns do not receive the benefits that your full-time employees receive
- Interns can reduce the amount of time your full-time employees spend on lower level tasks

**INCREASE PRODUCTIVITY**
- Interns are enthusiastic, tech-savvy and interested in supporting your operations
- Interns can help ensure adequate manpower is available to meet your needs when full-time employees are on leave or unavailable
- Interns can assist in accomplishing special projects and backlogged work

**DEVELOP WORKFORCE**
- The acts of teaching, directing, and mentoring interns serve to motivate full-time employees and elevate their quality of work and job satisfaction
- An internship program will help you develop leadership skills among your full-time employees
- An internship program allows you to find and test-drive future employees
- An internship program improves water utility sustainability as a whole
• An internship program is a tool to enhance water utility support and appreciation within your community
• Interns and their parents, teachers, administrators, and acquaintances will become more familiar with the importance and complexities of water utility operations
• Whether or not interns go on to work at your utility or in the industry, you will be cultivating a life-long understanding of and appreciation for the water utility

INTERNERSHIP SUCCESS STORY EXAMPLES:

• One Illinois water utility used interns to field locate 17,000 water shut-off valves with GPS equipment, which allowed the utility to upgrade its GIS water layer

• Another tech-savvy intern wrote a software program and updated all the account addresses in this utility’s customer billing database to conform with the current US postal standard

• Another Illinois water utility was able to organize its construction project files and hard copy records using interns

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